FREEWAYS

England & Wales · Charity number 298603

Details

Other names	FREEWAYS TRUST LIMITED
Status	Registered
Legal form	Charitable company
Company number	02209114
Registered	1988-02-04
Register	View on the Charity Commission register

Contact

Address	Freeways Leigh Court Business Centre Pill Road Abbots Leigh Bristol BS8 3RA
Phone	01275372109
Email	info@freeways.org.uk
Website	www.freeways.org.uk

Activities

Objects: TO PROMOTE THE EDUCATION AND TRAINING (INCLUDING SOCIAL AND PHYSICAL TRAINING) AND THE CARE AND RELIEF OF MENTALLY HANDICAPPED PERSONS SUFFERING FROM MENTAL ILLNESS OR OTHER DISORDERS OF THE MIND BY THE ESTABLISHMENT OR ACQUISITION, MAINTENANCE AND OPERATION OF RESIDENTIAL HOUSES AND HOSTELS AND TRAINING CENTRES FOR SUCH PERSONS.

Activities: Freeways provides residential, supported living and day care services for adults with learning disabilities in Bristol, North Somerset, South Glouc and Bath & N East Somerset. Freeways provides a person centred range of activities tailored to meet individual needs. This can be residential accomodation to floating support, day care, in either the local community or at our Leigh Court Centre.

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Classification

- **How:** Provides Services
- **What:** Disability
- **Who:** People With Disabilities

Geography

- Bath And North East Somerset
- Bristol City
- North Somerset
- South Gloucestershire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£10,071,000	£9,796,000	£2,282,000	283
2024-03-31	£9,317,000	£8,956,000	£2,081,000	273
2023-03-31	£7,820,000	£7,827,000	£1,910,000	250
2022-03-31	£7,377,000	£6,914,000	£2,503,000	232
2021-03-31	£7,130,000	£6,584,000	£1,463,000	233

Trustees

Name	Role	Appointed
FRANKLIN SELION MORTON	Chair	
Christopher Andrew Browne		2023-03-22
Christopher Clement Britton		2015-05-19
Dawn Yvonne Pincott		2020-01-27
Melanie Suzanne Barnett		2021-06-14

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FREEWAYS

England & Wales - Charity number 298603

Accounts

Registered number: 02209114
Charity number: 298603

FREEWAYS

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

Bishop Fleming

FREEWAYS

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2025

Trustees	M S Barnett C C Britton C A Browne F S Morton D Y Pincott B E Sawyer (resigned 5 June 2025)
Company registered number	02209114
Charity registered number	298603
Registered office	Leigh Court Day Centre Pill Road Abbots Leigh Bristol BS8 3RA
Company secretary	Rachel Burkinshaw
Chief executive officer	Claire Hayward
Independent auditors	Bishop Fleming Audit Limited Chartered Accountants 10 Temple Back Bristol BS1 6FL
Bankers	Barclays Bank plc 86 Queens Road Clifton Bristol BS8 1RB National Westminster Bank plc 13 High Street Westbury-on-Trym Bristol BS9 3BF
Solicitors	Burges Salmon LLP One Glass Wharf Bristol BS2 0ZX

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2025

The Trustees present their annual report together with the audited financial statements of the Company for the 1 April 2024 to 31 March 2025. The Annual Report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual Report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the group and the Company qualify as small under section 383 of the Companies Act 2006, the Group Strategic Report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

It is with pride that we present this annual report, reflecting on a year of profound impact and significant progress for Freeways. This past year, 2024-25, has been a testament to the unwavering dedication of our entire community – our diligent Trustees, passionate staff, the people we support and the community surrounding us.

Together, we have navigated challenges and seized opportunities, all while remaining steadfastly committed to our core mission of supporting adults with a learning disability for the public benefit, guided by our vision of being "A Provider of Choice."

The year has been marked by a significant focus on enhancing quality across all our services, a strategic emphasis that has yielded remarkable outcomes.

We have seen tangible improvements in service quality ratings, the successful embedding of our bespoke electronic care records system, and the seamless integration of two new services into the Freeways community. The pages that follow will detail these remarkable achievements, the lives touched, and the positive changes we have collectively brought about, demonstrating the tangible difference your support makes in achieving our mission of "Quality, Wellbeing and Evolution."

1. Objectives and Activities

The core objective of the charity, as outlined in its Memorandum of Association, is to **support adults with a learning disability for the public benefit**.

Freeways achieves this by providing comprehensive support to individuals across various settings, including residential homes, supported living services, day services, community-based programmes, and access to a hydrotherapy pool.

Our guiding principle is encapsulated in Freeways' Vision Statement: "**A Provider of Choice**." This statement defines our overarching intent, while our Mission Statement, "**Quality, Wellbeing and Evolution**," dictates the methodology and values by which we operate.

Underpinning these statements are six core organisational values:

- Putting People First
- Having Great Staff
- Being Active in the Community
- Planning for the Future
- Making Every Penny Count
- Ensuring Effective Governance and Compliance

2. Achievements and Performance

2.1 Main achievements of the Charity

The past year has seen a significant **focus on enhancing quality** across all our services. This strategic emphasis began with the recruitment of a new **Quality and Operations Manager**, who has joined the Senior Leadership Team. This individual has been instrumental in reviewing and updating our quality auditing processes, conducting comprehensive visits to all services.

Our enhanced quality auditing framework now includes:

- Quality Audits
- Lived Experience Audits
- Out of Hours Audits
- Health and Safety Audits
- Infection Control Audits
- Food Safety Audits
- Finance Audits

These audits enable the development of targeted action plans, empowering managers to effectively identify and prioritise improvements. To ensure robust oversight, selected Trustees have actively participated in these audits alongside the Quality and Operations Manager, reporting their findings back to the full Trustee body.

We are proud to report a significant achievement in **service quality ratings**. The year commenced with one service holding an 'Inadequate' rating from the Care Quality Commission (CQC). Through the exceptional dedication and resilience of the entire team, combined with outstanding management and leadership, the service underwent re-inspection over a 10-week period. Comprehensive written evidence demonstrating improvements was submitted. As a result, the service achieved a 'Good' rating and aims for an 'Outstanding' rating at its next CQC inspection.

Over the past few years, we have diligently developed a bespoke electronic care records system. This year, the embedding of this system has gained significant momentum, as individuals and teams increasingly recognise its benefits. The system has simplified daily activity recording and information management, improving both manager efficiency and overall charity oversight. This simplification has facilitated improved resource allocation, leading to enhanced outcomes for the individuals we support.

Recognising that a safe environment is fundamental to the well-being of the individuals we support, we have collaborated with our primary landlord to integrate all statutory check information into the electronic system, ensuring immediate access. These digital location records also enable consistent recording of whole-service activities, such as handovers, team meetings, and various health and safety checks. The system has also proved valuable for sharing information and positive news stories.

2.2 Achieving Outcomes and Ensuring Safety
In 2024-25, we continued to achieve remarkable outcomes for the individuals we support across all services.

Health & Wellbeing: working to ensure that all individuals we support can access the healthcare they need.

- **Significant progress with a dental phobia:** An individual successfully underwent a full dental examination and even a filling
- **Improved social and physical well-being:** One individual joined a pool club, fostering new friendships, while another began swimming independently, enhancing their mobility
- **Advocacy for accessible healthcare:** An individual with hearing loss, unable to find an NHS dentist with whom he could communicate, was supported through significant advocacy. Following challenges to NHS 111 (who do not offer services for deaf individuals), a dentist agreed to fund a British Sign Language (BSL) interpreter

Community engagement: working with the individuals we support to encourage greater involvement with their local community to foster a sense of connection and belonging.

- **Enhanced community engagement:** Individuals received additional one-to-one funding to participate in chosen activities and become more active members of their communities
- **Promoting employment and skill development:** Support was provided for employment, apprenticeships, training, and volunteering opportunities
- **Community fundraising initiatives:** Individuals participated in fundraising activities, such as a sponsored walk across the Severn Bridge and a Swimathon

Advocacy: making sure that the changing needs and wishes of those we support are met.

- **Adaptive care for evolving needs:** Staff training and upskilling enabled us to support individuals with changing needs, including PEG feeding and diabetes management
- **Successful transition and independence:** An individual moved from an emergency placement to thriving, learning to use the internet for shopping and self-medicate
- **Respecting end-of-life wishes:** Individuals were supported to remain at home during end-of-life care, respecting their personal wishes

Financial Wellbeing: working to ensure that no individual we support is struggling with financial hardship.

- **Resolution of financial challenges:** An individual was supported to successfully challenge a debt from a Registered Social Landlord (RSL) that had not accounted for their disability, resulting in the debt being cleared
- **Successful Universal Credit claim:** Staff supported an individual whose Universal Credit claim was repeatedly started and closed by the Department for Work and Pensions (DWP). A formal complaint led to the DWP admitting errors and back-paying £9,856.50
- **Building trust and addressing complex needs:** An individual with significant trust issues, who had previously refused support from multiple agencies, formed a positive relationship with a support worker through a focus on well-being. This has led to addressing health and safety and debt issues in her flat

Further details on social trips and events can be viewed on our Facebook page: https://www.facebook.com/FreewaysCharity/?locale=en_GB.

In the past year, Freeways has successfully integrated two new services into the charity – one in Bristol and one in Portishead – both previously managed by Mencap. We collaborated closely with funding authorities to ensure a smooth transition, and both services are now fully embedded within the Freeways community.

A notable success story of 2024-25 was the **partnership work** between Freeways (primarily the Positive Behaviour Support team), our main landlord, BNSSG Integrated Care Board (ICB), and NHS England (NHSE). This collaboration led to the creation of a person-centred environment for an individual with complex needs. This project involved extensive planning to identify the optimal environment, source specialist products, arrange construction with minimal impact on the individual, facilitate a temporary move, and provide induction to the new build. This successful partnership has resulted in an 85% reduction of incidents in the first month where the individual uses behaviour to communicate distress. It has also enabled the team to offer additional accommodation to someone leaving college and seeking to return to the area, with a planned move-in during 2025-26.

Our Human Resources (HR) team has actively supported our quality improvement theme by recruiting a new Training Lead. This individual has reviewed our competency framework and training offerings. The team has also prioritised stability within teams, successfully maintaining the vacancy rate to minimise reliance on agency staff.

Freeways continues to contribute to wider regional initiatives aimed at ensuring quality of care:

- Member of the South Gloucestershire Safeguarding Adults Board
- Member of the Keeping Bristol Safe Partnership
- Member of the Stop Adult Abuse Week Group, involved in arranging events across the Avon and Somerset Police Area, including multi-agency staff conferences

2.3 Evolution and Future Plans

As part of Freeways' commitment to delivering high-quality, sustainable services, a strategic decision was made to close one of its residential homes in Bristol, which had experienced reduced occupancy over several years. Recognising the importance of a thoughtful, person-centred approach, we developed a comprehensive 6-month transition plan, well beyond the 28-day contractual requirement, to support everyone affected. We have worked closely with the landlord, Freeways Trust, throughout the process to ensure the best possible outcome for all involved. This phased approach will enable a well-managed and considered closure by June 2025 while allowing us to focus resources where they are most needed and plan for future development.

We are excited by the significant progress on what will become our new flagship site in Horfield, Bristol. This site,

which has been home to up to 8 individuals since 1988, was nearing the end of its operational life. Working in partnership with Bristol City Council commissioning and occupational therapists to ensure optimal design, Freeways Trust successfully secured planning permission. Building work has commenced, and we are regularly receiving updates on the construction of 8 purpose-built flats for the current residents, with capacity to support new individuals. Additionally, two purpose-built Positive Behaviour Support (PBS) accommodations will be created, allowing individuals to remain safely within their community.

Collaborating with Freeways Trust in addition to commissioners and officers from North Somerset Council, we have designed a new supported living service in Weston-Super-Mare. The Trust has obtained planning permission, and we anticipate building work commencing in the new financial year.
Freeways successfully re-tendered for our community contracts in North Somerset, ensuring continuity of services in the region.

We have also agreed an 18-month bridging contract with Bath & North East Somerset (B&NES) Council for the community service to continue. This allows the team to sustain vital support for individuals with learning disabilities and/or sensory loss, helping them maximise income, secure or maintain tenancies, and manage finances to foster independence. As part of this work, the team has introduced drop-in sessions, which have proven even more successful than anticipated, confirming a significant community need.

Key plans for 2025-26 include:

- The closure of Kenneth House
- Relocation into the new Whites Service
- An increase in our Positive Behaviour Support (PBS) service offerings
- A strategic review of our hydrotherapy and Day Services to ensure they remain aligned with the changing needs of those we support

FINANCIAL REVIEW

Going Concern

The Trustees have assessed the charity's ability to continue as a going concern and are satisfied that there are no material uncertainties which would cast significant doubt on the charity's ability to continue operating for the foreseeable future. This assessment has considered the charity's current financial position, projected cash flows, and the principal risks and uncertainties it faces, including those associated with the strategic priorities for 2025-26.

While major capital development plans are being progressed by Freeways Trust, the Trustees recognise the close operational and strategic links between the two organisations.

If necessary, reserves may be used to support the successful implementation of key plans for 2025-26, ensuring continuity of service and responsiveness to periods of change.

Accordingly, the Trustees consider it appropriate to continue to prepare the financial statements on a going concern basis.

Reserves Policy
The Trustees have reviewed the reserves policy in line with the guidance set out in the Charities SORP and the Charity Commission. The policy ensures that sufficient free reserves, defined as unrestricted funds not tied up in fixed assets or designated for specific purposes, are held to provide financial stability, support operational continuity, and allow the organisation to respond effectively to emerging risks and strategic priorities.

The policy target remains to hold free reserves equivalent to at least two months of operational expenditure. This level is considered appropriate to absorb:

- short-term fluctuations in income or commissioning contracts
- unexpected cost pressures
- shortfalls from staff vacancies
- planned investments in new or reconfigured services

As at 31 March 2025, the charity held free reserves of £2,196,000 (2024: £1,997,000), in line with this policy. The Trustees intend to maintain or strengthen this position through modest surpluses, while acknowledging that some reserves may be drawn upon to support key strategic initiatives in 2025-26 as highlighted in future plans, including those closely impacted by the developments led by Freeways Trust.

In light of fiscal changes due in April 2025, including the planned increase to employer National Insurance contributions (NICs) and the reduction in the NIC threshold, the Trustees are also mindful of increases in staffing costs. These changes could place additional pressure on operational budgets and are factored into forward financial planning and reserves considerations.

Risk Management
The Trustees are responsible for ensuring that the charity identifies, evaluates, and manages the major risks to which it is exposed. The charity operates a formal risk management framework, which includes regular reviews of a risk register and oversight by the Board.

Key current risks include:

- Uncertainty in funding and commissioning environments
- Challenges in staff recruitment and retention
- Inflationary pressures on operating costs
- Rising employment costs, particularly linked to the planned increase in employer NICs and changes to NIC thresholds from April 2025
- Operational and transitional risks linked to planned service changes
- Cybersecurity and data protection risks

The upcoming changes to NICs represent a material financial risk, given the charity’s workforce profile. The Executive are closely monitoring government announcements and modelling the impact on staffing budgets as part of ongoing financial planning.

The charity’s reserves, financial oversight, and planned financial modelling form key components of its overall risk mitigation approach; and help ensure resilience and flexibility in response to the evolving developments of Freeways Trust. The risk management framework is embedded throughout the organisation and reviewed regularly to ensure it remains responsive to both external developments and internal priorities.

As we conclude this report, we do so with appreciation for everyone who has contributed to Freeways' success over the past year. The achievements outlined within these pages – from securing a 'Good' CQC rating for a previously 'Inadequate' service, to the advancements in our electronic care records, and the successful integration of new services – are a direct result of the collaborative spirit and shared vision that defines our charity.

Our commitment to "Putting People First," "Having Great Staff," and "Making Every Penny Count" has truly shone through.

Looking ahead, we are more energised than ever to build upon this momentum, with exciting plans for our new flagship site in Horfield, the development of a new supported living service in Weston-Super-Mare, and the continued evolution of our services.

We are excited as we move into 2025-26, and although we are aware of challenges we are confident that Freeways will go from strength to strength, creating a lasting positive legacy for the individuals we support and the wider community.

3. Other

Constitution
Freeways was established in December 1987 and the governing document is the Memorandum and Articles of Association of the company. Members of the Board of Trustees are the Directors of the company.

The company is limited by guarantee having no share capital. In the event of the company being wound up every member undertakes to contribute to the assets of the company up to an amount not exceeding £1.

Methods of Appointment or Election of Trustees
The Trustees have delegated day to day management of the charity to the Chief Executive Officer who reports on the performance against strategic plans set and agreed by the Trustees with support from the Company Secretary.

New Trustees invited to join the Board are selected on the basis of their experience and skills. They are invited to visit a number of homes and to meet with existing Board members before any appointment is approved. Trustees are encouraged to attend appropriate external training events where these would facilitate the understanding of their role, and they are given at least bi-monthly updates by the Chief Executive Officer and, where appropriate, other members of the Senior Management Team.

Related Party Relationships
A separate charity, Freeways Trust (Charity no.1102216), has many common Trustees but is not under common control although both organisations have similar charitable objects. Freeways currently leases most of its properties from Freeways Trust, as reflected in the accounts.

None of the Trustees receives remuneration or other benefit for their work with the charity. Any connection between a Trustee and a related party or other organisation with which the charity co-operates must be disclosed in the same way as any other contractual relationship with a related party. The charity's wholly owned subsidiary Leigh Court Services Ltd was established to undertake trading activities on behalf of Freeways. All profits for the subsidiary undertaking are gifted to the charity.

Public Benefit
The Trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'.

Engagement with Employees and Employment of the Disabled
Employees have been consulted on issues of concern to them by means of regular consultative committee and staff meetings and have been kept informed on specific matters directly by management. The Group and the Company carry out exit interviews for all staff leaving the organisation and have adopted a procedure of upward feedback for senior management and the Trustees.

The Group and the Company have implemented a number of detailed policies in relation to all aspects of personnel matters including:
- Equal opportunities policy
- Volunteers' policy
- Health and safety policy

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

In accordance with the Group and the Company's equal opportunities policy, the Group and the Company have long-established fair employment practices in the recruitment, selection, retention and training of disabled staff.

Full details of these policies are available from the Company's offices.

Disclosure of Information to Auditors
Each of the persons who are Trustees at the time when this Trustees' Report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable group's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable group's auditors are aware of that information.

Auditors
The auditors, Bishop Fleming LLP, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

Approved by order of the members of the board of Trustees and signed on their behalf by:

F S Morton
Chair of Trustees

C C Britton
Trustee

8 October 2025

STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 MARCH 2025

The Trustees (who are also the directors of the Company for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Group and the Company and of their incoming resources and application of resources, including their income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Group will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Group and the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Group and the Company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Group and the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF FREEWAYS

Opinion

We have audited the financial statements of Freeways (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2025 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Company Balance Sheet, the Consolidated Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent charitable company's affairs as at 31 March 2025 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group's or the parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF FREEWAYS (CONTINUED)

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' Report is inconsistent in any material respect with the financial statements; or
- the parent charitable company has not kept sufficient accounting records; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 151 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We have considered the nature of the sector, control environment and financial procedures;
- We have considered the results of enquiries with management and trustees in relation to their own identification and assessment of the risk or irregularities within the entity;
- We have reviewed the documentation of key processes and controls and performed walkthroughs of transactions to confirm that the systems are operating in line with documentation.

As a result of these procedures, we have considered the opportunities and incentives that may exist within the organisation for fraud and identified the highest area of risk to be in relation to revenue recognition, with a particular risk in relation to year-end cut off. In common with all audits under ISAs (UK) we are also required to perform specific procedures to respond to the risk of management override. We have also obtained understanding of the legal and regulatory frameworks that the company operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the UK Companies Act, FRS 102 and UK tax legislation. In addition, we considered the provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the Company's ability to operate or avoid a material penalty.

Our procedures to respond to the identified risks included the following:

- Reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- Performing analytical procedures to identify unusual or unexpected relationships that may indicate risk of material mistatement due to fraud;
- Reviewing board meeting minutes;
- Enquiring of management in relation to actual and potential claims or litigations;
- Performing detailed transactional testing in relation to the recognition of revenue with a particular focus around year-end cut off; and
- In addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in accounting estimates are indicative of potential bias; and evaluating the business rationale of significant transactions that are unusual or outside the normal course of business.

We also communicated identified laws and regulations and potential fraud risks to all members of the engagement team and remained alert to possible indicators of fraud or non-compliance with laws and regulations throughout the audit.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material mistatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occuring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' Report.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF FREEWAYS (CONTINUED)

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

David Butler FCA, DChA
Bishop Fleming Audit Limited
Chartered Accountants
Statutory Auditors
10 Temple Back
Bristol
BS1 6FL
17 October 2025

Bishop Fleming Audit Limited are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2025

	Note	Unrestricted funds 2025 £000	Restricted funds 2025 £000	Total funds 2025 £000	Total funds 2024 £000
Income from:					
Donations and legacies	3	**101**	**51**	**152**	46
Charitable activities	4	**9,637**	**-**	**9,637**	9,141
Other trading activities	5	**173**	**-**	**173**	68
Investments		**109**	**-**	**109**	62
Total income		**10,020**	**51**	**10,071**	9,317
Expenditure on:					
Raising funds		**54**	**-**	**54**	28
Charitable activities		**9,742**	**-**	**9,742**	8,928
Total expenditure		**9,796**	**-**	**9,796**	8,956
Net movement in funds before other recognised gains/(losses)		**224**	**51**	**275**	361
Other recognised gains/(losses):					
Actuarial losses on defined benefit pension schemes	20	**(74)**	**-**	**(74)**	(190)
Net movement in funds		**150**	**51**	**201**	171
Reconciliation of funds:					
Total funds brought forward		**2,093**	**(12)**	**2,081**	1,910
Net movement in funds		**150**	**51**	**201**	171
Total funds carried forward		**2,243**	**39**	**2,282**	2,081

The Consolidated Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 18 to 34 form part of these financial statements.

FREEWAYS
REGISTERED NUMBER:02209114

CONSOLIDATED BALANCE SHEET
AS AT 31 MARCH 2025

	Note		2025 £000		2024 £000
Fixed assets					
Tangible assets	10		**79**		96
			79		96
Current assets					
Debtors	12	**1,629**		1,086	
Cash at bank and in hand		**1,367**		1,752	
		2,996		2,838	
Creditors: amounts falling due within one year	13	**(793)**		(853)	
Net current assets			**2,203**		1,985
Total net assets			**2,282**		2,081
Charity funds					
Restricted funds	14		**39**		(12)
Unrestricted funds					
General funds	14	**2,131**		2,073	
Designated funds	14	**112**		20	
Total unrestricted funds	14		**2,243**		2,093
Total funds			**2,282**		2,081

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

F S Morton
Chair of Trustees
Date:8 October 2025

C C Britton
Trustee

The notes on pages 18 to 34 form part of these financial statements.

FREEWAYS
REGISTERED NUMBER:02209114

COMPANY STATEMENT OF FINANCIAL POSITION
FOR THE YEAR ENDED 31 MARCH 2025

	Note		2025 £000		2024 £000
Fixed assets					
Tangible assets	10		**79**		96
			79		96
Current assets					
Debtors	12	**1,605**		1,069	
Cash at bank and in hand		**1,334**		1,706	
		2,939		2,775	
Creditors: amounts falling due within one year	13	**(783)**		(826)	
Net current assets			**2,156**		1,949
Total net assets			**2,235**		2,045
Charity funds					
Restricted funds	14		**39**		(12)
Unrestricted funds					
Designated funds	14	**112**		20	
General funds		**2,084**		2,037	
	14				
Total unrestricted funds	14		**2,196**		2,057
Total funds			**2,235**		2,045

The Company's net movement in funds for the year was £190k (2024 - £170k).

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

F S Morton
Chair of Trustees
Date: 8 October 25

C C Britton
Trustee

The notes on pages 18 to 34 form part of these financial statements.

CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2025

	2025	2024
	£000	£000
Cash flows from operating activities		
Net cash used in operating activities	**(372)**	188
Cash flows from investing activities		
Purchase of tangible fixed assets	**(14)**	(27)
Net cash used in investing activities	**(14)**	**(27)**
Cash flows from financing activities		
Net cash provided by financing activities	**-**	**-**
Change in cash and cash equivalents in the year	**(386)**	**161**
Cash and cash equivalents at the beginning of the year	**1,752**	1,591
Cash and cash equivalents at the end of the year	**1,366**	1,752

The notes on pages 18 to 34 form part of these financial statements

1. GENERAL INFORMATION

Freeways is a private charitable company limited by guarantee, registered in England & Wales, company registered number 02209114 and registered with the Charity Commission, charity number 298603. Its registered office is Leigh Court Day Centre, Pill Road, Bristol, BS8 3RA.

2. ACCOUNTING POLICIES

2.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Freeways meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the Company and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Company has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of Financial Activities in these financial statements.

2.2 GOING CONCERN

After making appropriate enquiries, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

2.3 INCOME

All income is recognised once the Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Consolidated Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

2.4 EXPENDITURE

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

2. ACCOUNTING POLICIES (continued)

2.4 EXPENDITURE (CONTINUED)

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.5 TANGIBLE FIXED ASSETS AND DEPRECIATION

Tangible fixed assets costing £NIL or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following bases:

Motor vehicles	- 10 - 33% straight line
Fixtures and fittings	- 20 - 33% straight line

2.6 INVESTMENTS

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as ‘Gains/(Losses) on investments’ in the Consolidated Statement of Financial Activities.

Investments in subsidiaries are valued at cost less provision for impairment.

2.7 DEBTORS

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.8 CASH AT BANK AND IN HAND

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2. ACCOUNTING POLICIES (continued)

2.9 LIABILITIES AND PROVISIONS

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated Statement of Financial Activities as a finance cost.

2.10 FINANCIAL INSTRUMENTS

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.11 PENSIONS

The Group operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Group to the fund in respect of the year.

The Group operates a defined benefits pension scheme and the pension charge is based on a full actuarial valuation dated 31 March 2023.

2.12 FUND ACCOUNTING

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.
Investment income, gains and losses are allocated to the appropriate fund.

3. INCOME FROM DONATIONS AND LEGACIES

	Unrestricted funds 2025 £000	**Restricted funds 2025 £000**	**Total funds 2025 £000**
Donations	101	51	**152**

	Unrestricted funds 2024 £000	Restricted funds 2024 £000	Total funds 2024 £000
Donations	10	-	10
Grants	-	36	36
	10	36	46

4. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2025 £000	**Total funds 2025 £000**
Residential and community care	9,520	**9,520**
Hydrotherapy services	117	**117**
	9,637	**9,637**

4. INCOME FROM CHARITABLE ACTIVITIES (CONTINUED)

	Unrestricted funds 2024 £000	Total funds 2024 £000
Residential and community care	8,966	8,966
Hydrotherapy services	175	175
	9,141	9,141

5. INCOME FROM OTHER TRADING ACTIVITIES

Income from non charitable trading activities

	Unrestricted funds 2025 £000	**Total funds 2025 £000**
Sales	96	**96**
Commercial hydropool use	77	**77**
	173	**173**

	Unrestricted funds 2024 £000	Total funds 2024 £000
Commercial hydropool use	68	68

6. ANALYSIS OF EXPENDITURE BY ACTIVITIES

	Activities undertaken directly 2025 £000	**Support costs 2025 £000**	**Total funds 2025 £000**
Residential and community care	7,931	1,583	**9,514**
Hydrotherapy services	188	40	**228**
	8,119	1,623	**9,742**

6. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)

	Activities undertaken directly 2024 £000	Support costs 2024 £000	Total funds 2024 £000
Residential and community care	7,334	1,283	8,617
Hydrotherapy services	275	36	311
	7,609	1,319	8,928

7. AUDITORS' REMUNERATION

	2025 £000	2024 £000
Fees payable to the Group's auditor for the audit of the Group's annual accounts	**15**	15
Fees payable to the Company's auditor in respect of:		
All non-audit services not included above	**4**	3

8. STAFF COSTS

	Group 2025 £000	Group 2024 £000	**Company 2025 £000**	Company 2024 £000
Wages and salaries	**7,195**	6,515	**7,195**	6,515
Social security costs	**535**	448	**535**	448
Contribution to defined contribution pension schemes	**113**	106	**113**	106
	7,843	7,069	**7,843**	7,069

8. STAFF COSTS (CONTINUED)

The average number of persons employed by the Company during the year was as follows:

	Group 2025 No.	Group 2024 No.
Care of residents	**267**	254
Administration	**16**	19
	283	273

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	Group 2025 No.	Group 2024 No.
In the band £80,001 - £90,000	**1**	1

The key management personnel comprise the Chief Executive, the Finance Director, the Senior Managers and the HR Manager. The total employee benefits of the key management personnel of the charity was £364k (2024: £362k).

9. TRUSTEES' REMUNERATION AND EXPENSES

During the year, no Trustees received any remuneration or other benefits (2024 - £NIL).

During the year ended 31 March 2025, expenses totalling £284 were reimbursed or paid directly to 1 Trustee (2024 - £194 to 1 Trustee).

10. TANGIBLE FIXED ASSETS

GROUP AND COMPANY

	Motor vehicles £000	Fixtures and fittings £000	Total £000
COST OR VALUATION			
At 1 April 2024	**22**	**667**	**689**
Additions	**-**	**14**	**14**
At 31 March 2025	**22**	**681**	**703**

10. TANGIBLE FIXED ASSETS (CONTINUED)

GROUP AND COMPANY (CONTINUED)

	Motor vehicles £000	Fixtures and fittings £000	Total £000
DEPRECIATION			
At 1 April 2024	**13**	**580**	**593**
Charge for the year	**4**	**27**	**31**
At 31 March 2025	**17**	**607**	**624**
NET BOOK VALUE			
At 31 March 2025	**5**	**74**	**79**
At 31 March 2024	9	87	96

11. FIXED ASSET INVESTMENTS

PRINCIPAL SUBSIDIARIES

The following was a subsidiary undertaking of the Company:

Name	Company number	Registered office or principal place of business	Principal activity
Leigh Court Services Limited	06434021	Leigh Court Day Centre, Pill Road, Abbots Leigh, Bristol, BS8 3RA	Trading activities on behalf of Freeways

Holding	Included in consolidation
100%	Yes

The financial results of the subsidiary for the year were:

Name	Income £000	Expenditure £000	Profit/(Loss) for the year £000	Net assets £000
Leigh Court Services Limited	**96**	**52**	**44**	**47**

12. DEBTORS

	Group 2025 £000	Group 2024 £000	Company 2025 £000	Company 2024 £000
DUE WITHIN ONE YEAR				
Trade debtors	**1,249**	703	**1,225**	685
Amounts owed by group undertakings	**-**	-	**-**	1
Other debtors	**24**	43	**24**	43
Prepayments and accrued income	**356**	340	**356**	340
	1,629	1,086	**1,605**	1,069

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group 2025 £000	Group 2024 £000	**Company 2025 £000**	Company 2024 £000
Trade creditors	**164**	241	**154**	240
Other taxation and social security	**253**	107	**253**	107
Other creditors	**105**	288	**105**	262
Accruals and deferred income	**271**	217	**271**	217
	793	853	**783**	826

14. STATEMENT OF FUNDS

STATEMENT OF FUNDS - CURRENT YEAR

	Balance at 1 April 2024 £000	**Income £000**	**Expenditure £000**	**Gains/ (Losses) £000**	**Balance at 31 March 2025 £000**
UNRESTRICTED FUNDS					
General funds	**2,073**	**9,928**	**(9,796)**	**(74)**	**2,131**
Designated fund - Hardship fund	**20**	**-**	**-**	**-**	**20**
Designated fund - Legacy donation	**-**	**92**	**-**	**-**	**92**
	2,093	**10,020**	**(9,796)**	**(74)**	**2,243**
RESTRICTED FUNDS					
Working and learning opportunities	**6**	**-**	**-**	**-**	**6**
Workforce Development Fund	**(19)**	**-**	**-**	**-**	**(19)**
Wellbeing Grant	**1**	**-**	**-**	**-**	**1**
Hydrotherapy Grant	**-**	**51**	**-**	**-**	**51**
	(12)	**51**	**-**	**-**	**39**
TOTAL OF FUNDS	**2,081**	**10,071**	**(9,796)**	**(74)**	**2,282**

14. STATEMENT OF FUNDS (CONTINUED)

Designated Fund

Hardship Fund - The Trustees have set up a hardship fund for service users of Freeways who have found themselves in financial need that cannot be met from other sources. There is a formal application process to access the fund.

Legacy Donation - At the end of the year, the charity received a legacy donation of £91,505 for which the Trustees are most grateful. Following a review, the Trustees have decided to designate the legacy, which will be held separately from unrestricted general reserves whilst consideration is given to how best to use the funds in line with the charity's objectives.

Restricted Fund

Working & Learning Opportunities - Grant from the Learning Disability Development Fund to support people with learning disabilities within Freeways into paid employment.

Workforce Development Fund - Funding from the Department of Health and Social Care, which is disbursed by Skills for Care. It supports the cost of qualifications and learning programmes together with the cost of acquiring these qualification, including those not yet completed and reimbursed. When the current qualifications are completed, the level of reimbursement has been assessed to be sufficient to eliminate the current deficit.

Wellbeing Grant - Funding received to support health and wellbeing initiatives for staff.

Hydrotherapy Fund - During the year, the charity received a restricted donation of £50k, specifically given for the ongoing provision of the Hydrotherapy Pool. The donor has restricted the use of these funds to support the continuation of this service, and the charity is committed to ensuring that these funds are used solely for the intended purpose.

Bristol Airport Blue Diamond Fund Grant - The charity received grant funding of £1k to fund the provision of a physio-led fall prevention exercise class.

14. STATEMENT OF FUNDS (CONTINUED)

STATEMENT OF FUNDS - PRIOR YEAR

	Balance at 1 April 2023 £000	Income £000	Expenditure £000	Gains/ (Losses) £000	Balance at 31 March 2024 £000
UNRESTRICTED FUNDS					
Designated Funds - all funds	1,904	9,280	(8,921)	(190)	2,073
Hardship fund	22	1	(3)	-	20
	1,926	9,281	(8,924)	(190)	2,093
RESTRICTED FUNDS					
Working and learning opportunities	6	-	-	-	6
Workforce Development Fund	(22)	8	(5)	-	(19)
Wellbeing Grant	-	2	(1)	-	1
Hydrotherapy Grant	-	1	(1)	-	-
Digital Social Care Records Grant	-	25	(25)	-	-
	(16)	36	(32)	-	(12)
TOTAL OF FUNDS	1,910	9,317	(8,956)	(190)	2,081

15. SUMMARY OF FUNDS

SUMMARY OF FUNDS - CURRENT YEAR

	Balance at 1 April 2024 £000	Income £000	Expenditure £000	Gains/ (Losses) £000	Balance at 31 March 2025 £000
General funds	**2,093**	**10,020**	**(9,796)**	**(74)**	**2,243**
Restricted funds	**(12)**	**51**	**-**	**-**	**39**
	2,081	**10,071**	**(9,796)**	**(74)**	**2,282**

SUMMARY OF FUNDS - PRIOR YEAR

	Balance at 1 April 2023 £000	Income £000	Expenditure £000	Gains/ (Losses) £000	Balance at 31 March 2024 £000
Designated funds	1,926	9,281	(8,924)	(190)	2,093
Restricted funds	(16)	36	(32)	-	(12)
	1,910	9,317	(8,956)	(190)	2,081

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT YEAR

	Unrestricted funds 2025 £000	Restricted funds 2025 £000	Total funds 2025 £000
Tangible fixed assets	79	-	**79**
Current assets	2,957	39	**2,996**
Creditors due within one year	(793)	-	**(793)**
TOTAL	2,243	39	**2,282**

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS (CONTINUED)

ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR

	Unrestricted funds 2024 £000	Restricted funds 2024 £000	Total funds 2024 £000
Tangible fixed assets	96	-	96
Current assets	2,838	-	2,838
Creditors due within one year	(841)	(12)	(853)
TOTAL	2,093	(12)	2,081

17. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	Group 2025 £000	Group 2024 £000
Net income for the year (as per Statement of Financial Activities)	**275**	361
Depreciation charges	**33**	30
Increase in debtors	**(544)**	(114)
Increase/(decrease) in creditors	**(12)**	101
Income on defined benefit pension scheme	**(41)**	(190)
NET CASH PROVIDED BY/(USED IN) OPERATING ACTIVITIES	**(289)**	188

18. ANALYSIS OF CASH AND CASH EQUIVALENTS

	Group 2025 £000	Group 2024 £000
Cash in hand	**1,366**	1,752
TOTAL CASH AND CASH EQUIVALENTS	**1,366**	1,752

19. ANALYSIS OF CHANGES IN NET DEBT

	At 1 April 2024 £000	Cash flows £000	At 31 March 2025 £000
Cash at bank and in hand	**1,752**	**(385)**	**1,367**

20. PENSION COMMITMENTS

The Group operates a defined benefit pension scheme.

The assets of the scheme are held separately from those of the group in an independently administered fund. The pension cost charge represents contributions payable by the group to the fund and amounted to £115k (2024: £106k).

The scheme is closed to future accrual. A schedule of contributions is agreed between the Company and the trustees of the scheme after each comprehensive valuation.

The most recent comprehensive actuarial valuation took place as at 31 March 2023. Under the current schedule of contributions, the Company shall pay contributions of £128k per annum until 31 December 2026. The Company shall also pay the expenses of administering the scheme.

Independent consulting actuaries, Quantum Advisory, update the actuarial valuations at each balance sheet date.

Principal actuarial assumptions at the Balance Sheet date (expressed as weighted averages):

	At 31 March 2025 %	At 31 March 2024 %
Discount rate	**5.6**	4.7
Rate of price inflation (RPI)	**3.5**	3.6
Rate of increase for pensions in deferment	**3.0**	3.0
Rate of pension increases: pensions from 6 April 1997 to 31 March 2001	**3.0**	3.8
Rate of pension increases: pensions accrued from a April 2001	**3.4**	3.5

	At 31 March 2025 Years	At 31 March 2024 Years
MORTALITY RATES (IN YEARS)		
- for a male aged 65 now	**21.3**	21.3
- at 65 for a male aged 45 now	**23.8**	23.8
- for a female aged 65 now	**22.3**	22.3
- at 65 for a female aged 45 now	**24.9**	24.9

20. PENSION COMMITMENTS (CONTINUED)

The Group's share of the assets in the scheme was:

	At 31 March 2025 £000	At 31 March 2024 £000
Equities	**1,229**	1,022
Fixed interest	**3,206**	3,563
Cash	**260**	337
Annuities	**17**	19
TOTAL FAIR VALUE OF ASSETS	**4,712**	4,941

The actual return on scheme assets was £(116k) (2024 - £261k).

The amounts recognised in the Consolidated Statement of Financial Activities are as follows:

	2025 £000	2024 £000
Interest income	**(346)**	(221)
Interest cost	**230**	159
TOTAL AMOUNT RECOGNISED IN THE CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES	**(116)**	(62)

Movements in the present value of the defined benefit obligation were as follows:

	2025 £000
Opening defined benefit obligation	**3,608**
Interest cost	**167**
Actuarial (gains)/losses	**(403)**
Benefits paid	**(124)**
CLOSING DEFINED BENEFIT OBLIGATION	**3,248**

Movements in the fair value of the Group's share of scheme assets were as follows:

	2025 £000
Opening fair value of scheme assets	**4,941**
Expected return on assets	**230**
Actuarial losses	**(477)**
Contributions by employer	**11**
Effects of non-routine settlements	**(124)**
CLOSING FAIR VALUE OF SCHEME ASSETS	**4,581**

20. PENSION COMMITMENTS (CONTINUED)

The Group has an unrecognised surplus of £1,464,000 (2024 - £1,333,000) in respect of its defined benefit pension scheme as it does not expect to recover the plan surplus either through reduced contributions in the future or through refunds from the plan.

21. OPERATING LEASE COMMITMENTS

At 31 March 2025 the Group and the Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2025 £000	Group 2024 £000	**Company 2025 £000**	Company 2024 £000
Not later than 1 year	**15**	9	**15**	9
Later than 1 year and not later than 5 years	**15**	24	**15**	24
	30	33	**30**	33

22. RELATED PARTY TRANSACTIONS

The Trustees also represent the majority of the Board of Trustees of Freeways Trust, a charitable company that provides residential and day care services building facilities for persons with learning disabilities. Freeways leased the charity's properties and paid £556k (2024: £535k) to Freeways Trust in the year ended 31 March 2025.

Freeways Trust paid £17k (2024: £3) to Freeways in respect of management charges and was paid £52k (2024: £55k) by Freeways in respect of management charges. At the year end Freeways Trust was owed £39k by Freeways (2024: owed £3k).

Freeways made purchases in the year amounting to £82k from Apollo IT, a company of which the brother of a member of key management personnel is a director. The purchases related to telephony, IT support and consumables. The balance owing to Apollo IT at the year end was £3k.

FREEWAYS

England & Wales - Charity number 298603

Accounts

Registered number: 02209114
Charity number: 298603

FREEWAYS

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

Bishop Fleming

FREEWAYS

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2024

Trustees	M S Barnett C C Britton C A Browne A M Heaton F S Morton D Y Pincott B E Sawyer
Company registered number	02209114
Charity registered number	298603
Registered office	Leigh Court Day Centre Pill Road Abbots Leigh Bristol BS8 3RA
Company secretary	Rachel Burkinshaw
Chief executive officer	Claire Hayward
Independent auditors	Bishop Fleming LLP Chartered Accountants 10 Temple Back Bristol BS1 6FL
Bankers	Barclays Bank plc 86 Queens Road Clifton Bristol BS8 1RB National Westminster Bank plc 13 High Street Westbury-on-Trym Bristol BS9 3BF
Solicitors	Burges Salmon LLP One Glass Wharf Bristol BS2 0ZX

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2024

The Trustees present their annual report together with the audited financial statements of the Company for the 1 April 2023 to 31 March 2024. The Annual Report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual Report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the group and the Company qualify as small under section 383 of the Companies Act 2006, the Group Strategic Report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities
a. Objectives and activities

The objects of the charity, set out in the Memorandum of Association, can be summarised as:

To support adults with a learning disability for the public benefit.

Freeways undertakes this by supporting individuals in residential homes, in supported living services, day services, the community and in the hydrotherapy pool.

The Freeways' Vision Statement is "A Provider of Choice", this is the defining statement which outlines its intent, and its Mission Statement, "Quality, Wellbeing and Evolution", indicates the methodology by which it chooses to conduct its business.

Underpinning these statements are six organisational values:

- Putting People First
- Having Great Staff
- Being Active in the Community
- Planning for the future
- Making Every Penny Count
- Ensuring Effective Governance and Compliance

Achievements and performance
a. Main achievements of the charity

Wellbeing

In the past year, there have been a number of initiatives to support the wellbeing of the people we support and we have continued to work with health professionals and be proactive to prevent or support early detection of health concerns. This has continued with the vaccination of both staff and the people we support where eligible for Covid, flu and pneumonia.

A number of services have invited training for the people we support around understanding bowel issues and when to be concerned. This training was also offered to the management teams to ensure they were proactive in starting these really important conversations within their services.

The last few years have taken a toll on staff working in social care; the aftermath of the pandemic followed by the worst staffing crisis in the sector's memory. These have put pressure on staff and we have seen an increase in longstanding staff leaving the sector as they have struggled with their health and wellbeing.

We therefore recognise there is a real need to support managers to walk the line between two competing drivers: the need to support staff who are struggling with their mental health, their menopause or other issues; and the need of the people we support. To this end we commissioned specialist training from ACAS and have trialled this training with the aim of disseminating it throughout the charity.

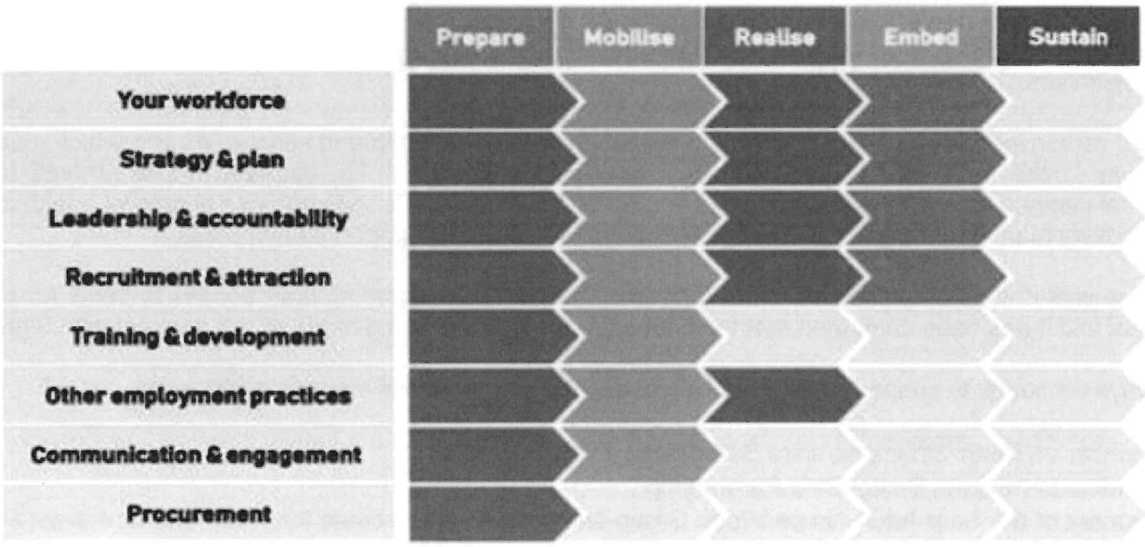
We are taking the time to focus on good news stories, recognising that when we are busy we tend to focus on areas of need and risk. To balance what can feel to be a negative viewpoint for staff, we have started to focus on sharing good news stories and have used our social media to share these more widely to highlight the great outcomes achieved by the people we support and our staff.

We have also started to trial a neurodiversity screening tool which highlights the positive attributes of people with neurodiversity and helps them to identify possible reasonable adjustments we can put in place.

The organisation, along with the Wellbeing group, have continued with a number of wellbeing actions and worked hard to communicate these with staff. These include:

- Information leaflets at key dates in the year
- Employee Assistance Programme (EAP); 24 hour confidential helpline (including access to counselling, financial and legal advice) and online health portal.
- Health Assured (EAP) Newsletters shared with services
- Mental Health resources (available on management information)
- Wellbeing Group (with a member in each service)
- Staff Representative Group
- Occupational Health
- Able Futures
- Access to Work
- Mental Health Awareness Training for all staff
- Manual Handling training
- First Aid Training
- Access to the Hydrotherapy Pool at designated times
- Supervisions
- Team Meetings
- Organisational Sick Pay
- Employers Network for Equality & Inclusion
- Disability Confident Employer
- Financial Support Organisations i.e. Mind

Freeways continues to works with ENEI to measure our achievements around Equality and Diversity, recognising there is still much work to be done in this area, and is looking at our training and development and procurement processes to support continuous improvements over the next year.



Quality
A new post has been identified and recruited to for a Quality and Operations Manager, who will sit within the senior leadership team. The main part of their role will be to complete deep dive audits into all services and support managers to put improved action plans in place.

One of our newest types of services, specialist Positive Behaviour Support (PBS) Services which support individuals at risk of needing a hospital placement due to the frequency, intensity and longevity of their behaviours which can challenge others, has continued to be a real success this year.

The team supported an emergency placement whilst a permanent home could be found and received wonderful feedback from the professionals involved about the support offered and the transition to their new home.

The HR team have worked hard to reverse the recruitment issues which faced the sector and we finished the year with not only a significantly reduced vacancy level (7.4%) but with no vacancies in a number of services also.

Being Active in the Community
In the last year we have really been celebrating the volunteering and work activities of the people we support.

One individual we have supported for over 30 years has recently celebrated working for 25 years at John Lewis, whilst another has helped a charity called Changing Lives to upcycle furniture, raising over £2,500 to help others make positive changes.

One other person we support is a film maker and premiered their film in London with support from the Dolby Institute Fellowship and ran an event at a local arts centre during the year.
There have been many other social trips and fun events in the year which can be viewed on our Facebook page:

Achieving Outcomes and Making Safe
As always there are some wonderful stories where consistent and persistent support has made a significant impact on the quality of life for an individual and provided outstanding outcomes for them in many of our services.

One individual we support was given a diagnosed with terminal cancer and, following operations and treatment, was then diagnosed with a significant heart condition. The prognosis was not good. In the last year they have been told that not only have they outlived the expectations of the medical team, but that they could also reduce their medication due to the consistent support of staff and the time spent to help them understand and accept the restrictions on their life.

After 18 months of being a victim of bulling and harassment from their neighbour for a number of years, we supported an individual to move to a new flat. They are now happily settled there and getting on well with their new neighbours.

Another person we support had been struggling with their mental health and sensory Autism which, due to sound sensitivity to the neighbour's dog, had triggered suicidal ideations. The support worker arrived to find the individual planned to end their life that day, and so spent the session speaking to the mental health crisis team and recovery team to get urgent support as well as putting a safety support plan in place.

Ongoing work has taken place with Curo, a housing association, regarding their access systems for people that are Deaf and it has been confirmed that the final amendments are being made to the contract with Sign Video.

Freeways continues to support wider initiatives to ensure quality across the region including:

- Member of South Gloucestershire Safeguarding Adults Board
- Member of Keeping Bristol Safe Partnership
- Member of the Stop Adult Abuse Week Group arranging events across the Avon and Somerset Police Area including multi-agency staff conference

Evolution

Freeways have worked closely with their main landlord, Freeways Trust and specialists from the local authorities, including occupational therapists, to design properties to meet the needs of current and future individuals who we may support.

Freeways Trust have been successful in their application for planning permission to build an eight bed supported living unit with some communal space for individuals living in one of our services and another 2 units both for one individual to expand further the PBS service.

Freeways and Trust have worked together to take the learning from our past PBS experiences to ensure the highest quality for the people who will make these houses their home and the safest environment for staff to work with monitoring and safe exits.

The cohort from Whites moved as a group to a temporary accommodation in order to support the move and are really enjoying their temporary home.

Freeways retendered for all Bristol and South Gloucestershire contracts and were successful so will continue to support individuals across all our current services.

Our B&NES service was due to be transferred from the HCRG group to council at the end of this year, but due to a delay our contract was successfully renegotiated to ensure it continues to cover costs and will run until the end of 2024-25.

Freeways were also approached by Bristol City Council to tender for a small Supported Living Contract as another provider is reducing their offer locally. Freeways were successful with our bid and are hoping to start providing the service in Clifton at the beginning of 2024-25.

The charity is continuing to embed the new Access system and are working to ensure that all client records including assessment are recorded within it.

In addition the system holds the staff information such as key management records and supports time and attendance.

The implementation and embedding of this system is starting to allow reports to be produced to improve our information and monitoring, which in turn aids decision making and more targeted support and training to teams.

FINANCIAL REVIEW

Going Concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

Reserves Policy

The Trustees examined the need for free reserves in light of the predominant risks to the organisation, its working capital requirements, the 2024-25 budget and future strategic plans. The policy continues to be set at building free reserves to at least two month's expenditure to provide security against unexpected fluctuations in income and expenditure due to short term service vacancies, changes in commissioning plans, costs running higher than expected and the investment in developing new services.

Free reserves at 31 March 2024 were £1,997k (2023: £1,826k). The organisation will look to generate surpluses in future years to retain adequate reserves, although future plans may necessitate some investment of reserves. The Trustees will continue to review the reserves policy regularly and amend it accordingly dependent on the strategic plans of the organisation and any changes in circumstances.

a. Constitution

Freeways was established in December 1987 and the governing document is the Memorandum and Articles of Association of the company. Members of the Board of Trustees are the Directors of the company.

The company is limited by guarantee having no share capital. In the event of the company being wound up every member undertakes to contribute to the assets of the company up to an amount not exceeding £1.

b. Methods of appointment or election of Trustees

The Trustees have delegated day to day management of the charity to the Chief Executive Officer who reports on the performance against strategic plans set and agreed by the Trustees with support from the Company Secretary.

New Trustees invited to join the Board are selected on the basis of their experience and skills. They are invited to visit a number of homes and to meet with existing board members before any appointment is approved. Trustees are encouraged to attend appropriate external training events where these would facilitate the understanding of their role, and they are given at least bi-monthly updates by the Chief Executive Officer and, where appropriate, other members of the Senior Management Team.

c. Related party relationships

A separate charity, Freeways Trust (Charity no.1102216), has many common Trustees but is not under common control although both organisations have similar charitable objects. Freeways currently leases most of its properties from Freeways Trust, as reflected in the accounts.

None of the Trustees receives remuneration or other benefit for their work with the charity. Any connection between a Trustee and a related party or other organisation with which the charity co-operates must be disclosed in the same way as any other contractual relationship with a related party. The charity's wholly owned subsidiary Leigh Court Services Ltd was established to undertake trading activities on behalf of Freeways. All profits for the subsidiary undertaking are gifted to the charity.

d. Public benefit

The Trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Engagement with employees and employment of the disabled

Employees have been consulted on issues of concern to them by means of regular consultative committee and staff meetings and have been kept informed on specific matters directly by management. The Group and the Company carry out exit interviews for all staff leaving the organisation and have adopted a procedure of upward feedback for senior management and the Trustees.

The Group and the Company have implemented a number of detailed policies in relation to all aspects of personnel matters including:

- Equal opportunities policy
- Volunteers' policy
- Health & safety policy

In accordance with the Group and the Company's equal opportunities policy, the Group and the Company have long-established fair employment practices in the recruitment, selection, retention and training of disabled staff.

Full details of these policies are available from the Company's offices.

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' Report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable group's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable group's auditors are aware of that information.

Auditors

The auditors, Bishop Fleming LLP, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

Approved by order of the members of the board of Trustees and signed on their behalf by:

F S Morton
Chair of Trustees

C C Britton
Trustee

Date: 25 September 2024

STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 MARCH 2024

The Trustees (who are also the directors of the Company for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Group and the Company and of their incoming resources and application of resources, including their income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Group will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Group and the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Group and the Company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Group and the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF FREEWAYS

Opinion

We have audited the financial statements of Freeways (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2024 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Company Balance Sheet, the Consolidated Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent charitable company's affairs as at 31 March 2024 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group's or the parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' Report is inconsistent in any material respect with the financial statements; or
- the parent charitable company has not kept sufficient accounting records; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 151 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We have considered the nature of the sector, control environment and financial procedures;
- We have considered the results of enquiries with management and trustees in relation to their own identification and assessment of the risk or irregularities within the entity;
- We have reviewed the documentation of key processes and controls and performed walkthroughs of transactions to confirm that the systems are operating in line with documentation.

As a result of these procedures, we have considered the opportunities and incentives that may exist within the organisation for fraud and identified the highest area of risk to be in relation to revenue recognition, with a particular risk in relation to year-end cut off. In common with all audits under ISAs (UK) we are also required to perform specific procedures to respond to the risk of management override. We have also obtained understanding of the legal and regulatory frameworks that the company operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the UK Companies Act, FRS 102 and UK tax legislation. In addition, we considered the provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the

Company's ability to operate or avoid a material penalty.

Our procedures to respond to the identified risks included the following:

- Reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- Performing analytical procedures to identify unusual or unexpected relationships that may indicate risk of material mistatement due to fraud;
- Reviewing board meeting minutes;
- Enquiring of management in relation to actual and potential claims or litigations;
- Performing detailed transactional testing in relation to the recognition of revenue with a particular focus around year-end cut off; and
- In addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in accounting estimates are indicative of potential bias; and evaluating the business rationale of significant transactions that are unusual or outside the normal course of business.

We also communicated identified laws and regulations and potential fraud risks to all members of the engagement team and remained alert to possible indicators of fraud or non-compliance with laws and regulations throughout the audit.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material mistatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occuring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' Report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

David Butler FCA DChA
Bishop Fleming LLP
Chartered Accountants
Statutory Auditors
10 Temple Back
Bristol
BS1 6FL

Date: 27 November 2024

Bishop Fleming LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2024

	Note	Unrestricted funds 2024 £000	Restricted funds 2024 £000	Total funds 2024 £000	Total funds 2023 £000
Income from:					
Donations and legacies	3	**10**	**36**	**46**	10
Charitable activities	4	**9,141**	**-**	**9,141**	7,733
Other trading activities	5	**68**	**-**	**68**	62
Investments		**62**	**-**	**62**	15
Total income		**9,281**	**36**	**9,317**	7,820
Expenditure on:					
Raising funds		**28**	**-**	**28**	30
Charitable activities		**8,896**	**32**	**8,928**	7,797
Total expenditure		**8,924**	**32**	**8,956**	7,827
Net movement in funds before other recognised gains/(losses)		**357**	**4**	**361**	(7)
Other recognised gains/(losses):					
Actuarial losses on defined benefit pension schemes	20	**(190)**	**-**	**(190)**	(586)
Net movement in funds		**167**	**4**	**171**	(593)
Reconciliation of funds:					
Total funds brought forward		**1,926**	**(16)**	**1,910**	2,503
Net movement in funds		**167**	**4**	**171**	(593)
Total funds carried forward		**2,093**	**(12)**	**2,081**	1,910

The Consolidated Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 16 to 31 form part of these financial statements.

FREEWAYS
REGISTERED NUMBER:02209114

CONSOLIDATED BALANCE SHEET
AS AT 31 MARCH 2024

	Note		2024 £000		2023 £000
Fixed assets					
Tangible assets	10		**96**		100
			96		100
Current assets					
Debtors	12	**1,086**		973	
Cash at bank and in hand		**1,752**		1,591	
		2,838		2,564	
Creditors: amounts falling due within one year	13	**(853)**		(754)	
Net current assets			**1,985**		1,810
Total assets less current liabilities			**2,081**		1,910
Total net assets			**2,081**		1,910
Charity funds					
Restricted funds	14		**(12)**		(16)
Unrestricted funds:					
Designated funds	14	**20**		22	
General funds	14	**2,073**		1,904	
Total unrestricted funds	14		**2,093**		1,926
Total funds			**2,081**		1,910

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

F S Morton
Chair of Trustees

C C Britton
Trustee

Date: 25 September 2024

The notes on pages 16 to 31 form part of these financial statements.

FREEWAYS
REGISTERED NUMBER:02209114

COMPANY STATEMENT OF FINANCIAL POSITION
FOR THE YEAR ENDED 31 MARCH 2024

	Note		2024 £000		2023 £000
Fixed assets					
Tangible assets	10		**96**		100
			96		100
Current assets					
Debtors	12	**1,069**		965	
Cash at bank and in hand		**1,706**		1,560	
		2,775		2,525	
Creditors: amounts falling due within one year	13	**(826)**		(750)	
Net current assets			**1,949**		1,775
Total assets less current liabilities			**2,045**		1,875
Total net assets			**2,045**		1,875
Charity funds					
Restricted funds	14		**(12)**		(23)
Unrestricted funds					
Designated funds	14	**20**		22	
General funds	14	**2,037**		1,876	
Unrestricted funds excluding pension asset	14	**2,057**		1,898	
Total unrestricted funds	14		**2,057**		1,898
Total funds			**2,045**		1,875

The Company's net movement in funds for the year was £170k (2023 - £(583k)).

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

F S Morton

C C Britton

Date: 25 September 2024

The notes on pages 16 to 31 form part of these financial statements.

CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2024

	2024 £000	2023 £000
Cash flows from operating activities		
Net cash used in operating activities	**188**	(276)
Cash flows from investing activities		
Purchase of tangible fixed assets	**(27)**	(68)
Net cash used in investing activities	**(27)**	**(68)**
Cash flows from financing activities		
Net cash provided by financing activities	**-**	**-**
Change in cash and cash equivalents in the year	**161**	**(344)**
Cash and cash equivalents at the beginning of the year	**1,591**	1,935
Cash and cash equivalents at the end of the year	**1,752**	1,591

The notes on pages 16 to 31 form part of these financial statements

1. General information

Freeways is a private charitable company limited by guarantee, registered in England & Wales, company registered number 02209114 and registered with the Charity Commission, charity number 298603. Its registered office is Leigh Court Day Centre, Pill Road, Bristol, BS8 3RA.

2. Accounting policies

2.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Freeways meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the Company and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Company has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of Financial Activities in these financial statements.

2.2 GOING CONCERN

After making appropriate enquiries, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

2.3 INCOME

All income is recognised once the Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Consolidated Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

2.4 EXPENDITURE

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

2. Accounting policies (continued)

2.4 EXPENDITURE (CONTINUED)

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.5 GOVERNMENT GRANTS

Government grants relating to tangible fixed assets are treated as deferred income and released to the Consolidated Statement of Financial Activities over the expected useful lives of the assets concerned. Other grants are credited to the Consolidated Statement of Financial Activities as the related expenditure is incurred.

2.6 TANGIBLE FIXED ASSETS AND DEPRECIATION

Tangible fixed assets costing £NIL or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following bases:

Motor vehicles	- 10 - 33% straight line
Fixtures and fittings	- 20 - 33% straight line

2.7 INVESTMENTS

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Consolidated Statement of Financial Activities.

Investments in subsidiaries are valued at cost less provision for impairment.

2.8 DEBTORS

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.9 CASH AT BANK AND IN HAND

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2. Accounting policies (continued)

2.10 LIABILITIES AND PROVISIONS

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated Statement of Financial Activities as a finance cost.

2.11 FINANCIAL INSTRUMENTS

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.12 PENSIONS

The Group operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Group to the fund in respect of the year.

The Group operates a defined benefits pension scheme and the pension charge is based on a full actuarial valuation dated 31 March 2023.

2.13 FUND ACCOUNTING

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

3. Income from donations and legacies

	Unrestricted funds 2024 £000	Restricted funds 2024 £000	Total funds 2024 £000
Donations	10	-	**10**
Grants	-	36	**36**
	10	36	**46**

	Unrestricted funds 2023 £000	Restricted funds 2023 £000	Total funds 2023 £000
Donations	4	-	4
Grants	-	4	4
Government grants	-	2	2
	4	6	10

4. Income from charitable activities

	Unrestricted funds 2024 £000	Total funds 2024 £000
Residential and community care	8,966	**8,966**
Hydrotherapy services	175	**175**
	9,141	**9,141**

4. Income from charitable activities (continued)

	Unrestricted funds 2023 £000	Total funds 2023 £000
Residential and community care	7,568	7,568
Hydrotherapy services	165	165
	7,733	7,733

5. Income from other trading activities

Income from non charitable trading activities

	Unrestricted funds 2024 £000	**Total funds 2024 £000**
Commercial hydropool use	68	**68**

	Unrestricted funds 2023 £000	Total funds 2023 £000
Commercial hydropool use	62	62

6. Analysis of expenditure by activities

	Activities undertaken directly 2024 £000	**Support costs 2024 £000**	**Total funds 2024 £000**
Residential and community care	7,206	1,411	**8,617**
Hydrotherapy services	275	36	**311**
	7,481	1,447	**8,928**

6. Analysis of expenditure by activities (continued)

	Activities undertaken directly 2023 £000	Support costs 2023 £000	Total funds 2023 £000
Residential and community care	6,328	1,207	7,535
Hydrotherapy services	230	32	262
	6,558	1,239	7,797

7. Auditors' remuneration

	2024 £000	2023 £000
Fees payable to the Group's auditor for the audit of the Group's annual accounts	**15**	15
Fees payable to the Company's auditor in respect of:		
All non-audit services not included above	**3**	2

8. Staff costs

	Group 2024 £000	Group 2023 £000	**Company 2024 £000**	Company 2023 £000
Wages and salaries	**6,515**	5,695	**6,515**	5,695
Social security costs	**448**	374	**448**	374
Contribution to defined contribution pension schemes	**106**	84	**106**	84
Operating costs of defined benefit pension schemes	**-**	39	**-**	39
	7,069	6,192	**7,069**	6,192

8. Staff costs (continued)

The average number of persons employed by the Company during the year was as follows:

	Group 2024 No.	Group 2023 No.
Care of residents	**254**	225
Administration	**19**	25
	273	250

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	Group 2024 No.	Group 2023 No.
In the band £70,001 - £80,000	**-**	1
In the band £80,001 - £90,000	**1**	-

The key management personnel comprise the Chief Executive, the Finance Director, the Senior Managers and the HR Manager. The total employee benefits of the key management personnel of the charity was £362k (2023: £339k).

9. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL).

During the year ended 31 March 2024, expenses totalling £194 were reimbursed or paid directly to 1 Trustee (2023 - £NIL).

10. Tangible fixed assets

GROUP AND COMPANY

	Motor vehicles £000	Fixtures and fittings £000	Total £000
COST OR VALUATION			
At 1 April 2023	**22**	**640**	**662**
Additions	**-**	**27**	**27**
At 31 March 2024	**22**	**667**	**689**

10. Tangible fixed assets (continued)

GROUP AND COMPANY (CONTINUED)

	Motor vehicles £000	Fixtures and fittings £000	Total £000
DEPRECIATION			
At 1 April 2023	**10**	**552**	**562**
Charge for the year	**3**	**27**	**30**
At 31 March 2024	**13**	**579**	**592**
NET BOOK VALUE			
At 31 March 2024	**9**	**88**	**97**
At 31 March 2023	12	88	100

11. Fixed asset investments

Principal subsidiaries

The following was a subsidiary undertaking of the Company:

Name	Company number	Registered office or principal place of business	Principal activity
Leigh Court Services Limited	06434021	Leigh Court Day Centre, Pill Road, Abbots Leigh, Bristol, BS8 3RA	Trading activities on behalf of Freeways

Holding	Included in consolidation
100%	Yes

The financial results of the subsidiary for the year were:

Name	Income £000	Expenditure £000	Profit/(Loss) for the year £000	Net assets £000
Leigh Court Services Limited	**68**	**35**	**33**	**35**

12. Debtors

	Group 2024 £000	Group 2023 £000	Company 2024 £000	Company 2023 £000
DUE WITHIN ONE YEAR				
Trade debtors	**703**	637	**685**	629
Amounts owed by group undertakings	**-**	-	**1**	-
Other debtors	**43**	15	**43**	15
Prepayments and accrued income	**340**	321	**340**	321
	1,086	973	**1,069**	965

13. Creditors: Amounts falling due within one year

	Group 2024 £000	Group 2023 £000	Company 2024 £000	Company 2023 £000
Trade creditors	**241**	156	**240**	156
Other taxation and social security	**107**	92	**107**	92
Other creditors	**288**	65	**262**	61
Accruals and deferred income	**217**	441	**217**	441
	853	754	**826**	750

14. Statement of funds

Statement of funds - current year

	Balance at 1 April 2023 £000	Income £000	Expenditure £000	Gains/ (Losses) £000	Balance at 31 March 2024 £000
UNRESTRICTED FUNDS					
General funds	1,904	9,280	(8,921)	(190)	2,073
Designated fund - Hardship fund	22	1	(3)	-	20
	1,926	9,281	(8,924)	(190)	2,093
RESTRICTED FUNDS					
Working and learning opportunities	6	-	-	-	6
Workforce Development Fund	(22)	8	(5)	-	(19)
Wellbeing Grant	-	2	(1)	-	1
Hydrotherapy Grant	-	1	(1)	-	-
Digital Social Care Records Grant	-	25	(25)	-	-
	(16)	36	(32)	-	(12)
TOTAL OF FUNDS	1,910	9,317	(8,956)	(190)	2,081

14. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2022 £000	Income £000	Expenditure £000	Gains/ (Losses) £000	Balance at 31 March 2023 £000
UNRESTRICTED FUNDS					
General funds	2,022	7,814	(7,932)	-	1,904
Designated fund - Hardship fund	22	-	-	-	22
Designated fund - Pension reserve	482	-	104	(586)	-
	2,526	7,814	(7,828)	(586)	1,926
RESTRICTED FUNDS					
Working and learning opportunities	6	-	-	-	6
Workforce Development Fund	(29)	4	3	-	(22)
Wellbeing Grant	-	2	(2)	-	-
	(23)	6	1	-	(16)
TOTAL OF FUNDS	2,503	7,820	(7,827)	(586)	1,910

15. Summary of funds

Summary of funds - current year

	Balance at 1 April 2023 £000	Income £000	Expenditure £000	Gains/ (Losses) £000	Balance at 31 March 2024 £000
General funds	**1,926**	**9,281**	**(8,924)**	**(190)**	**2,093**
Restricted funds	**(16)**	**36**	**(32)**	**-**	**(12)**
	1,910	**9,317**	**(8,956)**	**(190)**	**2,081**

Summary of funds - prior year

	Balance at 1 April 2022 £000	Income £000	Expenditure £000	Gains/ (Losses) £000	Balance at 31 March 2023 £000
General funds	2,526	7,814	(7,828)	(586)	1,926
Restricted funds	(23)	6	1	-	(16)
	2,503	7,820	(7,827)	(586)	1,910

16. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £000	Restricted funds 2024 £000	Total funds 2024 £000
Tangible fixed assets	96	-	**96**
Current assets	2,838	-	**2,838**
Creditors due within one year	(841)	(12)	**(853)**
TOTAL	2,093	(12)	**2,081**

16. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior period

	Unrestricted funds 2023 £000	Restricted funds 2023 £000	Total funds 2023 £000
Tangible fixed assets	100	-	100
Current assets	2,564	-	2,564
Creditors due within one year	(738)	(16)	(754)
TOTAL	1,926	(16)	1,910

17. Reconciliation of net movement in funds to net cash flow from operating activities

	Group 2024 £000	Group 2023 £000
Net income/expenditure for the period (as per Statement of Financial Activities)	**361**	(7)
Depreciation charges	**30**	21
Increase in debtors	**(114)**	(379)
Increase in creditors	**101**	193
Income on defined benefit pension scheme	**(190)**	(104)
NET CASH PROVIDED BY/(USED IN) OPERATING ACTIVITIES	**188**	(276)

18. Analysis of cash and cash equivalents

	Group 2024 £000	Group 2023 £000
Cash in hand	**1,752**	1,591
TOTAL CASH AND CASH EQUIVALENTS	**1,752**	1,591

19. Analysis of changes in net debt

	At 1 April 2023 £000	Cash flows £000	At 31 March 2024 £000
Cash at bank and in hand	**1,591**	**161**	**1,752**

20. Pension commitments

The Group operates a defined benefit pension scheme.

The assets of the scheme are held separately from those of the group in an independently administered fund. The pension cost charge represents contributions payable by the group to the fund and amounted to £106k (2023: £84k).

The scheme is closed to future accrual. A schedule of contributions is agreed between the Company and the trustees of the scheme after each comprehensive valuation.

The most recent comprehensive actuarial valuation took place as at 31 March 2021. Under the current schedule of contributions, the Company shall pay contributions of £128k per annum until 31 December 2026. The Company shall also pay the expenses of administering the scheme.

Independent consulting actuaries, Quantum Advisory, update the actuarial valuations at each balance sheet date.

Principal actuarial assumptions at the Balance Sheet date (expressed as weighted averages):

	At 31 March 2024 %	At 31 March 2023 %
Discount rate	**4.7**	4.7
Rate of price inflation (RPI)	**3.6**	3.3
Rate of increase for pensions in deferment	**3.0**	2.7
Rate of pension increases: pensions from 6 April 1997 to 31 March 2001	**3.8**	3.7
Rate of pension increases: pensions accrued from a April 2001	**3.5**	3.2

	At 31 March 2024 Years	At 31 March 2023 Years
Mortality rates (in years)		
- for a male aged 65 now	**21.3**	21.9
- at 65 for a male aged 45 now	**23.8**	22.8
- for a female aged 65 now	**22.3**	24.2
- at 65 for a female aged 45 now	**24.9**	25.4

20. Pension commitments (continued)

The Group's share of the assets in the scheme was:

	At 31 March 2024 £000	At 31 March 2023 £000
Equities	**1,022**	3,097
Commodoties	**-**	191
Fixed interest	**3,563**	1,034
Cash	**337**	353
Annuities	**19**	37
TOTAL FAIR VALUE OF ASSETS	**4,941**	4,712

The actual return on scheme assets was £261k (2023 - £(255k)).

The amounts recognised in the Consolidated Statement of Financial Activities are as follows:

	2024 £000	2023 £000
Past service cost	**-**	39
Expected return on scheme assets	**(221)**	(139)
Interest on obligation	**159**	124
TOTAL AMOUNT RECOGNISED IN THE CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES	**(62)**	24

Movements in the present value of the defined benefit obligation were as follows:

	2024 £000
Opening defined benefit obligation	**3,458**
Interest cost	**159**
Actuarial losses/(gains)	**151**
Benefits paid	**(160)**
Past service costs	**-**
CLOSING DEFINED BENEFIT OBLIGATION	**3,608**

20. Pension commitments (continued)

Movements in the fair value of the Group's share of scheme assets were as follows:

	2024 £000
Opening fair value of scheme assets	**4,712**
Interest income	**221**
Actuarial gains/(losses)	**40**
Contributions by employer	**128**
Benefits paid	**(160)**
CLOSING FAIR VALUE OF SCHEME ASSETS	**4,941**

The Group has an unrecognised surplus of £1,333,000 (2023: £1,254,000) in respect of its defined benefit pension scheme as it does not expect to recover the plan surplus either through reduced contributions in the future or through refunds from the plan.

21. Operating lease commitments

At 31 March 2024 the Group and the Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2024 £000	Group 2023 £000	**Company 2024 £000**	Company 2023 £000
Not later than 1 year	**9**	4	**9**	4
Later than 1 year and not later than 5 years	**24**	13	**24**	13
	33	17	**33**	17

22. Related party transactions

The Trustees also represent the majority of the Board of Trustees of Freeways Trust, a charitable company that provides residential and day care services building facilities for persons with learning disabilities. Freeways leased the charity's properties and paid £535k (2023: £510k) to Freeways Trust in the year ended 31 March 2024.

Freeways Trust paid £3k (2023: £Nil) to Freeways in respect of management charges and was paid £55k (2023: £54k) by Freeways in respect of management charges. At the year end Freeways Trust owed Freeways £3k (2023: (£3k)).

Freeways made purchases in the year amounting to £66k from Apollo IT, a company of which the brother of a member of key management personnel is a director. The purchases related to telephony, IT support and consumables. The balance owing to Apollo IT at the year end was £3k.

FREEWAYS

England & Wales - Charity number 298603

Accounts

Registered number: 02209114
Charity number: 298603

FREEWAYS

(A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

Bishop Fleming

FREEWAYS
(A COMPANY LIMITED BY GUARANTEE)

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FREEWAYS
(A COMPANY LIMITED BY GUARANTEE)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2023

Trustees	M S Barnett C C Britton C A Browne (appointed 22 March 2023) A M Heaton F S Morton D Y Pincott B E Sawyer
Company registered number	02209114
Charity registered number	298603
Registered office	Leigh Court Day Centre Pill Road Abbots Leigh Bristol BS8 3RA
Company secretary	Rachel Burkinshaw
Chief executive officer	Claire Hayward
Independent auditors	Bishop Fleming LLP Chartered Accountants 10 Temple Back Bristol BS1 6FL
Bankers	Barclays Bank plc 86 Queens Road Clifton Bristol BS8 1RB National Westminster Bank plc 13 High Street Westbury-on-Trym Bristol BS9 3BF
Solicitors	Burges Salmon LLP One Glass Wharf Bristol BS2 0ZX

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2023

The Trustees present their annual report together with the audited financial statements of the Company for the year 1 April 2022 to 31 March 2023. The Annual Report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual Report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the group and the Company qualify as small under section 383 of the Companies Act 2006, the Group Strategic Report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

The objects of the charity, set out in the Memorandum of Association, can be summarised as:

To support adults with a learning disability for the public benefit.

Freeways undertakes this by supporting individuals in residential homes, in supported living services, day services, the community and in the hydrotherapy pool. The following paragraphs outline the activities and achievements that deliver those objects.

The Freeways' Vision Statement is "A Provider of Choice", this is the defining statement which outlines its intent, and its Mission Statement, "Quality, Wellbeing and Evolution", indicates the methodology by which it chooses to conduct its business.

Underpinning these statements are six organisational values:

- Putting People First
- Having Great Staff
- Being Active in the Community
- Planning for the future
- Making Every Penny Count
- Ensuring Effective Governance and Compliance

Achievements and performance

Wellbeing

In the last year we have seen the need for wellbeing initiatives continue to be paramount. Although we have had fewer incidents of Covid-19, there have still been a couple of outbreaks across the charity.

All were happy when the regulations in regards to the wearing of PPE were reduced as this had been difficult for both the staff and the people we support.

Due to the staffing crisis that impacted all social care organisations including Freeways, it was noted that many employees were working hard to cover shifts and ensure the quality of care remained at a high standard. In response to this and the increased cost of living, the Trustees agreed to ensure the frontline workers were remunerated well for the work they undertook and offered two pay awards in the year. All frontline workers are now paid above the real living wage for the UK with a starting rate of at least £11 per hour for an inexperienced and untrained support worker.

Wellbeing is far greater though than a financial reward and to this end Freeways have completed a Wellbeing Strategy which is part of a suite of People Strategies but also includes the wellbeing of the people we support.

The key aims of the strategy are:

- The people we support and staff are given the information to make the best decisions for their health and wellbeing
  This looks to empower staff and the people we support to make the best decisions for them at the time they need to make the decision.

- Difference is celebrated
  Showing the people we support and staff that all are welcome and entitled to the same rights as everyone else. This aligns to our Equality, Diversity and Inclusion Strategy.

- Build Resilience
  To support people to be able to deal with the issues that a fulfilling life brings and ensure the nurturing environment for individuals to learn from their experiences.

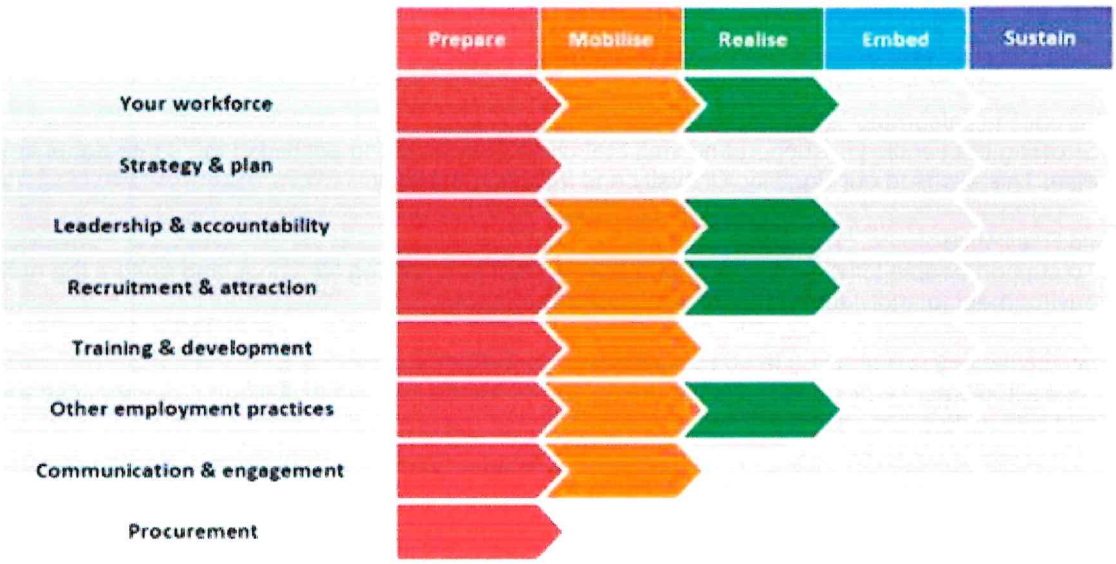
- New Technology is embraced to enhance health and wellbeing
  As we implement a new digital system we look to celebrate how the digital age has enhanced the health and wellbeing of the people we support and staff.

- Staff are trained to monitor and support the health and wellbeing of the people we support and their co-workers
  The organisation, along with the Wellbeing group, have continued with a number of wellbeing actions and worked hard to communicate these with staff. These include:

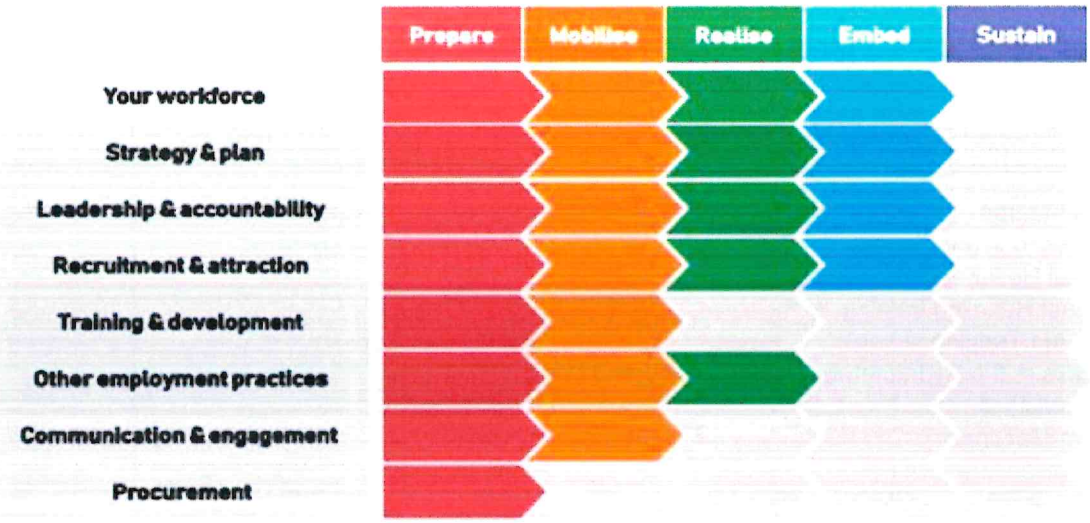
- Information leaflets at key dates in the year
- Employee Assistance Programme (EAP); 24 hour confidential helpline (including access to counselling, financial and legal advice) and online health portal.
- Health Assured (EAP) Newsletters shared with services
- Mental Health resources (available on management information)
- Wellbeing Group (with a member in each service)
- Staff Representative Group
- Occupational Health
- Able Futures
- Access to Work
- Mental Health Awareness Training for all staff
- Manual Handling training
- First Aid Training
- Access to the Hydrotherapy Pool at designated times
- Supervisions
- Team Meetings
- Organisational Sick Pay
- Employers Network for Equality & Inclusion
- Disability Confident Employer
- Financial Support Organisations i.e. Mind

The Equality, Diversity and Inclusion Strategy has also been introduced as another of the suite of People Strategies. Freeways works with ENEI to measure our achievements in this area. The charity recognises it has a long way to go but is pleased to report the progress achieved in just one year.

The diagram below shows where we were at the beginning of the year:



Compared to the end of the financial year:



Quality

Freeways continues to provide outstanding outcomes for the people we support in many of our services.

The organisation has invested significantly in a new digital care records system via Access and the charity is in the process of creating a bespoke system to enable staff to clock in and out of shifts, report on activities undertaken in terms of direct support and home management.

Due to the breadth of services offered, a number of different pathways have been created to ensure a person-centred suite of processes are in place according to need.

The system will ensure that both the client journey from application to leaver and that of new staff recruits are managed to a high standard.

The charity started trialling the system in 2022 with the implementation phase due to be completed by the end of August 2023 with the embedding phase continuing from there.

The reports from the system will give individuals and groups access to real time information allowing for a much improved decision-making process.

One of our newest types of services, specialist Positive Behaviour Support (PBS) Services which support individuals at risk of needing a hospital placement due to the frequency, intensity and longevity of their behaviours which can challenge others, has continued to be a real success this year.

The review completed in March 2022 showed we had areas where we could improve but that the values of the organisation shone through. An action plan was created to ensure that these improvements were made and the new PBS Lead completed her qualification in order to provide person-centred training to our staff and complete behavioural functional assessments to be able to support the individuals to a high standard.

In the last year the service has doubled in size with Freeways taking over the management of the service for one individual living in North Somerset and the staff also transferring over to Freeways in September 2022.

Freeways were also asked by Bristol, North Somerset and South Gloucestershire Integrated Care Board (BNSSG ICB) to support an individual who was about to be made homeless. Freeways worked with Freeways Trust to use a vacant property on an interim basis whilst a more permanent property could be sourced. This emergency placement has been a real success and Freeways continues to support her.

As noted the sector has faced a number of issues over the year, with continued Covid-19 outbreaks and staff shortages, but these have not stopped services producing some wonderful achievements with the people we support. Below is a selection of those outcomes:

- People we support have attended a number of events through the year including Elton John's farewell concert at Ashton Gate, the Queen's Platinum Jubilee events, Bristol City football matches and numerous holidays including to Lanzarote and Benidorm.
- One individual went to the Hippodrome for the first time ever as previously this was perceived as too great a risk due to his behaviours.
- Individuals were supported to return to work or re-learn bus routes when opportunities re-started after Covid-19, and others saw their families who live a significant distance for the first time in over 3 years.

Individuals have been supported to make decisions where they are able. These have included:

- having the confidence to complain about familial relationships
- put their case to a judge in a hearing regarding their tenancy
- complain about healthcare professionals where services were not at the standard others would expect
- have greater understanding to make decisions about their own health including what tests to have and chose not to have
- to remain in their home for as long as possible with terminal cancer diagnoses

Staff have supported individuals to achieve many financial outcomes which have led to an improved quality of living. Some key examples are below:

- Client 1 was living alone in his family home after his mother had moved into a care home. The tenancy had not been updated in to Client 1's name and he was facing eviction.

  Client 1's house was in disrepair as he had no carpets, no white goods, furniture piled up in the living room, black bags of rubbish in the kitchen and he was sleeping on a mattress in the living room.

  Client 1 had rent/bedroom tax arrears, council tax arrears, water arrears and was not on the correct benefits. He was supported to apply for welfare support to clear the council tax debt and to apply for a cooker, fridge

and freezer which he was awarded.

Sadly Client 1's Mum passed away and he needed his support to focus on applying for funding for the funeral and arranging it, receiving over £11,000 to clear utility debts, rent arrears and contribute to the funeral costs.

- When the team started to support Client 2 he was trying to live on £300 per month from his benefits, was in ill health and was always overdrawn with the bank. He had no sofa, chairs or vacuum cleaner, his bed needed replacing and his clothes were too small. He had applied for PIP with other support but had been refused. He was supported to reapply for PIP and to ensure DWP put reasonable adjustments in place to ensure his needs were met.
  Client 2 was finally award enhanced rate daily living allowance and mobility and had a back payment of nearly £7,000. Whilst he was waiting to hear from his benefits application he was supported to access a grant for clothes and furniture.

- Client 3 was supported to claim Universal Credit (UC) and Personal Independence Payment (PIP). Client 3 was awarded UC but his application for PIP was refused. He was supported to appeal which was also rejected and therefore we took his case to tribunal to argue and submit evidence to support the application. He won the tribunal and was awarded enhanced rate daily living and enhanced rate of mobility. Client 3 also had a back payment of £5,000.

Freeways continues to support wider initiatives to ensure quality across the region including:

- Member of South Gloucestershire Safeguarding Adults Board
- Member of Keeping Bristol Safe Partnership
- Member of the Stop Adult Abuse Week Group arranging events across the Avon and Somerset Police Area including multi-agency staff conference
- Co-Chair of the Working Age Provider Forum in Bristol
- Provider Representative on the Learning Disability Provider Forum in Bristol

Evolution

Freeways have worked closely with their main landlord, Freeways Trust and specialists from the local authorities, including occupational therapists, to design properties to meet the needs of current and future individuals who we may support.

Freeways Trust are in the process of applying for planning permission to build an eight bed supported living unit with some communal space for individuals living in one of our services and another two single person units to further expand the PBS service.

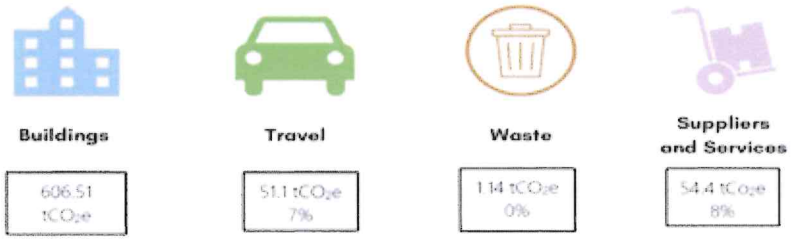
Freeways and Trust have worked together to take the learning from our past PBS experiences to ensure the highest quality for the people who will make the houses their home and the safest environment for staff to work with monitoring and safe exits.

The charity has completed a PBS Strategy and work has been undertaken to understand how we can increase our capacity in this area. As a charity we have the needs of the people we support at the centre of our evolution and although we understand this to be an area where services are lacking, our strategy is clear that we can only scale up if we are certain of our ability to provide a quality service. The charity is also aiming to look at diverse funding streams and partnerships to be able to source high quality housing stock for this group.

Freeways Trust are also in the process of applying for planning permission to convert an old residential care home in Weston Super Mare into 12 one bedroom flats with some communal space. This building also benefits from an elevator which will allow our client group, who is aging, to remain in the property and be independent as long as possible.

With these two new builds, Freeways will be working closely with our current cohort, their families and funding authorities to ensure people make the best choices for them and any transition is smooth. Due to the length of build time these projects will not be completed before 2024-25.

Freeways and Freeways Trust have linked together to work with Futureleap to undertake an exercise measuring our baseline carbon footprint. The diagram below shows the key results.



The in-depth data will allow us to complete a combined environmental strategy and work towards energy saving and reduction of our environmental impact through the transport policy and usage. In addition our new properties are looking at enhanced use of air-source heat pumps and solar power to support this strategy.

Finally Freeways are working towards a procurement strategy to allow us to use our buying power to shape the market, requiring organisations with which we work to share their equality, diversity and inclusion policies and environmental statements.

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' Report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable group's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable group's auditors are aware of that information.

Auditors

The auditors, Bishop Fleming LLP, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

Approved by order of the members of the board of Trustees and signed on their behalf by:

F S Morton
Chair

C C Britton
Trustee

Date: 26 SEPTEMBER 2023

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF FREEWAYS

Opinion

We have audited the financial statements of Freeways (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2023 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Company Balance Sheet, the Consolidated Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent charitable company's affairs as at 31 March 2023 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group's or the parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF FREEWAYS (CONTINUED)

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' Report is inconsistent in any material respect with the financial statements; or
- the parent charitable company has not kept sufficient accounting records; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 152 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We have considered the nature of the sector, control environment and financial procedures;
- We have considered the results of enquiries with management and trustees in relation to their own identification and assessment of the risk or irregularities within the entity;
- We have reviewed the documentation of key processes and controls and performed walkthroughs of transactions to confirm that the systems are operating in line with documentation.

As a result of these procedures, we have considered the opportunities and incentives that may exist within the organisation for fraud and identified the highest area of risk to be in relation to revenue recognition, with a particular risk in relation to year-end cut off. In common with all audits under ISAs (UK) we are also required to perform specific procedures to respond to the risk of management override. We have also obtained understanding of the legal and regulatory frameworks that the company operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the UK Companies Act, FRS 102 and UK tax legislation. In addition, we considered the provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the Company's ability to operate or avoid a material penalty.

Our procedures to respond to the identified risks included the following:

- Reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- Performing analytical procedures to identify unusual or unexpected relationships that may indicate risk of material mistatement due to fraud;
- Reviewing board meeting minutes;
- Enquiring of management in relation to actual and potential claims or litigations;
- Performing detailed transactional testing in relation to the recognition of revenue with a particular focus around year-end cut off; and
- In addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in accounting estimates are indicative of potential bias; and evaluating the business rationale of significant transactions that are unusual or outside the normal course of business.

We also communicated identified laws and regulations and potential fraud risks to all members of the engagement team and remained alert to possible indicators of fraud or non-compliance with laws and regulations throughout the audit.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material mistatement in the financial statements or non-compliance with regulation. This risk

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF FREEWAYS (CONTINUED)

increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occuring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' Report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

David Butler FCA DChA
Bishop Fleming LLP
Chartered Accountants
Statutory Auditors
10 Temple Back
Bristol
BS1 6FL

Date: 6 December 2023

Bishop Fleming LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

FREEWAYS
(A COMPANY LIMITED BY GUARANTEE)

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2023

	Note	Unrestricted funds 2023 £000	Restricted funds 2023 £000	Total funds 2023 £000	Total funds 2022 £000
Income from:					
Donations and legacies	3	**4**	**6**	**10**	358
Charitable activities	4	**7,733**	**-**	**7,733**	6,942
Other trading activities	5	**62**	**-**	**62**	77
Investments		**15**	**-**	**15**	-
Total income		**7,814**	**6**	**7,820**	7,377
Expenditure on:					
Raising funds		**30**	**-**	**30**	-
Charitable activities		**7,798**	**(1)**	**7,797**	6,914
Total expenditure		**7,828**	**(1)**	**7,827**	6,914
Net movement in funds before other recognised gains/(losses)		**(14)**	**7**	**(7)**	463
Other recognised gains/(losses):					
Actuarial (losses)/gains on defined benefit pension schemes	20	**(586)**	**-**	**(586)**	577
Net movement in funds		**(600)**	**7**	**(593)**	1,040
Reconciliation of funds:					
Total funds brought forward		**2,526**	**(23)**	**2,503**	1,463
Net movement in funds		**(600)**	**7**	**(593)**	1,040
Total funds carried forward		**1,926**	**(16)**	**1,910**	2,503

The Consolidated Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 19 to 34 form part of these financial statements.

FREEWAYS
(A COMPANY LIMITED BY GUARANTEE)
REGISTERED NUMBER:02209114

CONSOLIDATED BALANCE SHEET
AS AT 31 MARCH 2023

	Note		2023 £000		2022 £000
Fixed assets					
Tangible assets	10		**100**		53
			100		53
Current assets					
Debtors	12	**973**		594	
Cash at bank and in hand		**1,591**		1,935	
		2,564		2,529	
Creditors: amounts falling due within one year	13	**(754)**		(561)	
Net current assets			**1,810**		1,968
Total assets less current liabilities			**1,910**		2,021
Defined benefit pension scheme asset	20		**-**		482
Total net assets			**1,910**		2,503
Charity funds					
Restricted funds	14		**(16)**		(23)
Unrestricted funds:					
Designated funds	14	**22**		22	
General funds	14	**1,904**		2,022	
Unrestricted funds excluding pension asset / liability	14	**1,926**		2,044	
Pension reserve	14	**-**		482	
Total unrestricted funds	14		**1,926**		2,526
Total funds			**1,910**		2,503

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

CONSOLIDATED BALANCE SHEET (CONTINUED)
AS AT 31 MARCH 2023

F S Morton
Chair

C C Britton
Trustee

Date: 26 SEPTEMBER 2023

The notes on pages 19 to 34 form part of these financial statements.

FREEWAYS
(A COMPANY LIMITED BY GUARANTEE)
REGISTERED NUMBER:02209114

COMPANY STATEMENT OF FINANCIAL POSITION
FOR THE YEAR ENDED 31 MARCH 2023

	Note		2023 £000		2022 £000
Fixed assets					
Tangible assets	10		**100**		53
			100		53
Current assets					
Debtors	12	**965**		587	
Cash at bank and in hand		**1,560**		1,892	
		2,525		2,479	
Creditors: amounts falling due within one year	13	**(750)**		(556)	
Net current assets			**1,775**		1,923
Net assets excluding pension asset			**1,875**		1,976
Defined benefit pension scheme asset	20		**-**		482
Total net assets			**1,875**		2,458
Charity funds					
Restricted funds	14		**(23)**		(23)
Designated funds	14	**22**		22	
General funds	14	**1,876**		2,459	
Unrestricted funds excluding pension asset	14	**1,898**		2,481	
Total unrestricted funds	14		**1,898**		2,481
Total funds			**1,875**		2,458

The Charity's net movement in funds for the year was £(583k) (2022: £1,017k).

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

COMPANY STATEMENT OF FINANCIAL POSITION (CONTINUED)
AS AT 31 MARCH 2023

F S Morton
Chair

C C Britton
Trustee

Date: 26 SEPTEMBER 2023

The notes on pages 19 to 34 form part of these financial statements.

FREEWAYS
(A COMPANY LIMITED BY GUARANTEE)

CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2023

	2023 £000	2022 £000
Cash flows from operating activities		
Net cash used in operating activities	**(276)**	432
Cash flows from investing activities		
Purchase of tangible fixed assets	**(68)**	(111)
Net cash used in investing activities	**(68)**	**(111)**
Cash flows from financing activities		
Net cash provided by financing activities	**-**	**-**
Change in cash and cash equivalents in the year	**(344)**	**321**
Cash and cash equivalents at the beginning of the year	**1,935**	1,614
Cash and cash equivalents at the end of the year	**1,591**	1,935

The notes on pages 19 to 34 form part of these financial statements

1. General information

Freeways is a private charitable company limited by guarantee, registered in England & Wales, company registered number 02209114 and registered with the Charity Commission, charity number 298603. Its registered office is Leigh Court Day Centre, Pill Road, Bristol, BS8 3RA.

2. Accounting policies

2.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Freeways meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the Company and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Company has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of Financial Activities in these financial statements.

2.2 INCOME

All income is recognised once the Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Consolidated Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

2.3 EXPENDITURE

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2. Accounting policies (continued)

2.4 GOVERNMENT GRANTS

Government grants relating to tangible fixed assets are treated as deferred income and released to the Consolidated Statement of Financial Activities over the expected useful lives of the assets concerned. Other grants are credited to the Consolidated Statement of Financial Activities as the related expenditure is incurred.

2.5 TANGIBLE FIXED ASSETS AND DEPRECIATION

Tangible fixed assets costing £NIL or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following bases:

Motor vehicles	- 10 - 33% straight line
Fixtures and fittings	- 20 - 33% straight line

2.6 INVESTMENTS

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Consolidated Statement of Financial Activities.

Investments in subsidiaries are valued at cost less provision for impairment.

2.7 DEBTORS

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.8 CASH AT BANK AND IN HAND

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2. Accounting policies (continued)

2.9 LIABILITIES AND PROVISIONS

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated Statement of Financial Activities as a finance cost.

2.10 FINANCIAL INSTRUMENTS

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.11 PENSIONS

The Group operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Group to the fund in respect of the year.

2.12 FUND ACCOUNTING

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

3. Income from donations and legacies

	Unrestricted funds 2023 £000	Restricted funds 2023 £000	Total funds 2023 £000
Donations	4	-	**4**
Grants	-	4	**4**
Government grants	-	2	**2**
	4	6	**10**

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Total funds 2022 £000
Donations	3	-	3
Grants	-	14	14
Government grants	-	341	341
	3	355	358

4. Income from charitable activities

	Unrestricted funds 2023 £000	Total funds 2023 £000
Residential and community care	7,568	**7,568**
Hydrotherapy services	165	**165**
	7,733	**7,733**

4. Income from charitable activities (continued)

	Unrestricted funds 2022 £000	Total funds 2022 £000
Residential and community care	6,785	6,785
Hydrotherapy services	157	157
	6,942	6,942

5. Income from other trading activities

Income from non charitable trading activities

	Unrestricted funds 2023 £000	**Total funds 2023 £000**
Commercial hydropool use	62	**62**

	Unrestricted funds 2022 £000	Total funds 2022 £000
Commercial hydropool use	77	77

6. Analysis of expenditure by activities

	Activities undertaken directly 2023 £000	**Support costs 2023 £000**	**Total funds 2023 £000**
Residential and community care	6,328	1,207	**7,535**
Hydrotherapy services	230	32	**262**
	6,558	1,239	**7,797**

6. Analysis of expenditure by activities (continued)

	Activities undertaken directly 2022 £000	Support costs 2022 £000	Total funds 2022 £000
Residential and community care	5,618	1,072	6,690
Hydrotherapy services	193	31	224
	5,811	1,103	6,914

7. Auditors' remuneration

	2023 £000	2022 £000
Fees payable to the Group's auditor for the audit of the Group's annual accounts	**14,500**	12,000
Fees payable to the Company's auditor in respect of:		
All non-audit services not included above	**2,000**	2,000

8. Staff costs

	Group 2023 £000	Group 2022 £000	**Company 2023 £000**	Company 2022 £000
Wages and salaries	**5,695**	4,886	**5,695**	4,886
Social security costs	**374**	312	**374**	312
Contribution to defined contribution pension schemes	**84**	79	**84**	79
Operating costs of defined benefit pension schemes	**39**	-	**39**	-
	6,192	5,277	**6,192**	5,277

The average number of persons employed by the Company during the year was as follows:

	Group 2023 No.	Group 2022 No.
Care of residents	**225**	213
Administration	**25**	19
	250	232

8. Staff costs (continued)

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	Group 2023 No.	Group 2022 No.
In the band £60,001 - £70,000	-	1
In the band £70,001 - £80,000	1	1

The key management personnel comprise the Chief Executive, the Finance Director, the Senior Managers and the HR Manager. The total employee benefits of the key management personnel of the charity was £339k (2022: £340k).

9. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2022 - £NIL).

During the year ended 31 March 2023, no Trustee expenses have been incurred (2022 - £NIL).

10. Tangible fixed assets

GROUP AND COMPANY

	Motor vehicles £000	Fixtures and fittings £000	Total £000
COST OR VALUATION			
At 1 April 2022	22	572	594
Additions	-	68	68
At 31 March 2023	22	640	662
DEPRECIATION			
At 1 April 2022	6	535	541
Charge for the year	4	17	21
At 31 March 2023	10	552	562
NET BOOK VALUE			
At 31 March 2023	12	88	100
At 31 March 2022	16	37	53

11. Fixed asset investments

Principal subsidiaries

The following was a subsidiary undertaking of the Company:

Name	Company number	Registered office or principal place of business	Principal activity
Leigh Court Services Limited	06434021	Leigh Court Day Centre, Pill Road, Abbots Leigh, Bristol, BS8 3RA	Trading activities on behalf of Freeways

Holding	Included in consolidation
100%	Yes

The financial results of the subsidiary for the year were:

Name	Income £000	Expenditure £000	Profit/(Loss) for the year £000	Net assets £000
Leigh Court Services Limited	**62**	**30**	**32**	**35**

12. Debtors

	Group 2023 £000	Group 2022 £000	Company 2023 £000	Company 2022 £000
DUE WITHIN ONE YEAR				
Trade debtors	**637**	343	**629**	336
Other debtors	**15**	8	**15**	8
Prepayments and accrued income	**321**	243	**321**	243
	973	594	**965**	587

13. Creditors: Amounts falling due within one year

	Group 2023 £000	Group 2022 £000	**Company 2023 £000**	Company 2022 £000
Trade creditors	**156**	131	**156**	131
Other taxation and social security	**92**	76	**92**	76
Other creditors	**65**	43	**61**	38
Accruals and deferred income	**441**	311	**441**	311
	754	561	**750**	556

14. Statement of funds

Statement of funds - current year

	Balance at 1 April 2022 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 March 2023 £000
UNRESTRICTED FUNDS						
General funds	2,022	7,814	(7,932)	-	-	1,904
Designated fund - Hardship fund	22	-	-	-	-	22
Designated fund - Pension reserve	482	-	104	-	(586)	-
	2,526	7,814	(7,828)	-	(586)	1,926
RESTRICTED FUNDS						
Working and learning opportunities	6	-	-	-	-	6
Workforce Development Fund	(29)	4	3	-	-	(22)
Covid-19 grants	-	2	(2)	-	-	-
	(23)	6	1	-	-	(16)
TOTAL OF FUNDS	2,503	7,820	(7,827)	-	(586)	1,910

14. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2021 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 March 2022 £000
UNRESTRICTED FUNDS						
General funds	1,687	7,022	(6,562)	(125)	-	2,022
Designated fund - Hardship fund	22	-	-	-	-	22
Designated fund - Pension reserve	(220)	-	-	125	577	482
	1,489	7,022	(6,562)	-	577	2,526
RESTRICTED FUNDS						
Working and learning opportunities	6	-	-	-	-	6
Workforce Development Fund	(32)	14	(11)	-	-	(29)
Covid-19 Grant	-	341	(341)	-	-	-
	(26)	355	(352)	-	-	(23)
TOTAL OF FUNDS	1,463	7,377	(6,914)	-	577	2,503

15. Summary of funds

Summary of funds - current year

	Balance at 1 April 2022 £000	Income £000	Expenditure £000	Gains/ (Losses) £000	Balance at 31 March 2023 £000
General funds	**2,526**	**7,814**	**(7,828)**	**(586)**	**1,926**
Restricted funds	**(23)**	**6**	**1**	**-**	**(16)**
	2,503	**7,820**	**(7,827)**	**(586)**	**1,910**

Summary of funds - prior year

	Balance at 1 April 2021 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 March 2022 £000
General funds	1,489	7,022	(6,562)	-	577	2,526
Restricted funds	(26)	355	(352)	-	-	(23)
	1,463	7,377	(6,914)	-	577	2,503

16. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2023 £000	Restricted funds 2023 £000	Total funds 2023 £000
Tangible fixed assets	100	-	**100**
Current assets	2,564	-	**2,564**
Creditors due within one year	(738)	(16)	**(754)**
TOTAL	1,926	(16)	**1,910**

16. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Total funds 2022 £000
Tangible fixed assets	53	-	53
Current assets	2,529	-	2,529
Creditors due within one year	(538)	(23)	(561)
Provisions for liabilities and charges	482	-	482
TOTAL	2,526	(23)	2,503

17. Reconciliation of net movement in funds to net cash flow from operating activities

	Group 2023 £000	Group 2022 £000
Net income/expenditure for the year (as per Statement of Financial Activities)	**(7)**	463
Depreciation charges	**21**	97
Increase in debtors	**(379)**	(77)
Increase in creditors	**193**	74
Income on defined benefit pension scheme	**(104)**	(125)
NET CASH PROVIDED BY/(USED IN) OPERATING ACTIVITIES	**(276)**	432

18. Analysis of cash and cash equivalents

	Group 2023 £000	Group 2022 £000
Cash in hand	**1,591**	1,935
TOTAL CASH AND CASH EQUIVALENTS	**1,591**	1,935

19. Analysis of changes in net debt

	At 1 April 2022 £000	Cash flows £000	At 31 March 2023 £000
Cash at bank and in hand	**1,935**	**(344)**	**1,591**

20. Pension commitments

The Group operates a defined benefit pension scheme.

The assets of the scheme are held separately from those of the group in an independently administered fund. The pension cost charge represents contributions payable by the group to the fund and amounted to £84k (2022: £79k).

The scheme is closed to future accrual. A schedule of contributions is agreed between the Company and the trustees of the scheme after each comprehensive valuation.

The most recent comprehensive actuarial valuation took place as at 31 March 2021. Under the current schedule of contributions, the Company shall pay contributions of £128k per annum until 31 December 2026. The Company shall also pay the expenses of administering the scheme.

Independent consulting actuaries, Quantum Advisory, update the actuarial valuations at each balance sheet date.

Principal actuarial assumptions at the Balance Sheet date (expressed as weighted averages):

	At 31 March 2023 %	At 31 March 2022 %
Discount rate	**4.70**	2.80
Rate of price inflation (RPI)	**3.30**	4.10
Rate of increase for pensions in deferment	**2.70**	3.10
Rate of pension increases: pensions from 6 April 1997 to 31 March 2001	**3.70**	3.90
Rate of pension increases: pensions accrued from a April 2001	**3.20**	3.50

	At 31 March 2023 Years	At 31 March 2022 Years
Mortality rates (in years)		
- for a male aged 65 now	**21.9**	21.8
- at 65 for a male aged 45 now	**22.8**	22.8
- for a female aged 65 now	**24.2**	24.2
- at 65 for a female aged 45 now	**25.4**	25.3

20. Pension commitments (continued)

The Group's share of the assets in the scheme was:

	At 31 March 2023 £000	At 31 March 2022 £000
Equities	**3,097**	3,550
Commodoties	**191**	176
Fixed interest	**1,034**	924
Cash	**353**	239
Annuities	**37**	67
TOTAL FAIR VALUE OF ASSETS	**4,712**	4,956

The actual return on scheme assets was £(255k) (2022 - £(13k)).

The amounts recognised in the Consolidated Statement of Financial Activities are as follows:

	2023 £000	2022 £000
Past service cost	**39**	-
Expected return on scheme assets	**(139)**	99
Interest on obligation	**124**	(102)
TOTAL AMOUNT RECOGNISED IN THE CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES	**24**	(3)

Movements in the present value of the defined benefit obligation were as follows:

	2023 £000
Opening defined benefit obligation	**4,474**
Interest cost	**124**
Actuarial gains	**(1,062)**
Benefits paid	**(117)**
Past service costs	**39**
CLOSING DEFINED BENEFIT OBLIGATION	**3,458**

20. Pension commitments (continued)

Movements in the fair value of the Group's share of scheme assets were as follows:

	2023 £000
Opening fair value of scheme assets	**4,956**
Interest income	**139**
Actuarial losses	**(1,648)**
Contributions by employer	**128**
Benefits paid	**(117)**
CLOSING FAIR VALUE OF SCHEME ASSETS	**3,458**

The Group has an unrecognised surplus of £1,254,000 in respect of its defined benefit pension scheme as it does not expect to recover the plan surplus either through reduced contributions in the future or through refunds from the plan.

21. Operating lease commitments

At 31 March 2023 the Group and the Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2023 £000	Group 2022 £000	**Company 2023 £000**	Company 2022 £000
Not later than 1 year	**4**	22	**4**	22
Later than 1 year and not later than 5 years	**13**	27	**13**	27
	17	49	**17**	49

22. Related party transactions

The Trustees also represent the majority of the Board of Trustees of Freeways Trust, a charitable company that provides residential and day care services building facilities for persons with learning disabilities. Freeways leased the charity's properties and paid £510k (2022: £464k) to Freeways Trust in the year ended 31 March 2023. Freeways Trust paid £Nil (2022: £11k) to Freeways in respect of management charges and was paid £54k (2022: £40k) by Freeways in respect of management charges. At the year end Freeways owed Freeways Trust £3k (2022: £3k).

FREEWAYS

England & Wales - Charity number 298603

Accounts

Registered number: 02209114
Charity number: 298603

FREEWAYS

(A Company Limited by Guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

FREEWAYS
(A Company Limited by Guarantee)

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FREEWAYS

(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2022

Trustees	C C Britton, Non-executive A M Heaton, Non-executive L B Cooke, Non-executive (resigned 21 September 2021) P J Laszlo, Non-executive (resigned 21 September 2021) F S Morton, Chair, Non-executive D Y Pincott, Non-executive M S Barnett, Non-executive (appointed 14 June 2021) B E Sawyer (appointed 21 September 2021)
Company registered number	02209114
Charity registered number	298603
Registered office	Leigh Court Day Centre Pill Road Abbots Leigh Bristol BS8 3RA
Company secretary	D G Slack (resigned 10 March 2022) R L Burkinshaw (appointed 17 March 2022)
Chief executive officer	Claire Hayward
Independent auditor	Mazars LLP Chartered Accountants 90 Victoria Street Bristol BS1 6DP
Bankers	Barclays Bank plc 86 Queens Road Clifton Bristol BS8 1RB National Westminster Bank Plc 13 High Street Westbury-on-Trym Bristol BS9 3BF
Solicitors	Burges Salmon LLP One Glass Wharf Bristol BS2 0ZX

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2022

The Trustees present their annual report together with the audited financial statements of the charity for the year 1 April 2021 to 31 March 2022. The annual report serves the purposes of both a Trustees' report and a Directors' report under company law. The Trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) as amended by Update Bulletin 1 (effective January 2015) and Update Bulletin 2 (effective 1 January 2019).

Since the group and the charity qualify as small under section 383 of the Companies Act 2006, the Group Strategic Report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Objectives and activities

The objects of the charity, set out in the Memorandum of Association, can be summarised as:

To support adults with a learning disability for the public benefit.

Freeways undertakes this by supporting individuals in residential homes, in supported living services, day services, the community and in the hydrotherapy pool. The following paragraphs outline the activities and achievements that deliver those objects.

The Freeways' Vision Statement is "A Provider of Choice", this is the defining statement which outlines its intent, and its Mission Statement, "Quality, Wellbeing and Evolution", indicates the methodology by which it chooses to conduct its business.

Underpinning these statements are six organisational values:

- Putting People First
- Having Great Staff
- Being Active in the Community
- Planning for the future
- Making Every Penny Count
- Ensuring Effective Governance and Compliance

Achievements and performance

a. Main achievements of the charity

Wellbeing

In the last year the wellbeing of the people we support and our staff has been paramount due to the continuing impact of the global pandemic caused by Covid-19.

A strong focus was placed on the wellbeing of both staff, who have worked tirelessly to support our service users, and the people we support in line with their increased risk and the curtailment of their planned activities and freedoms.

Between Christmas and April there were a number of outbreaks in services witha number of staff working above and beyond to ensure the wellbeing of the people we support. This was especially true when a number of their colleagues were also unwell.

Achievements and performance (continued)

A couple individuals did need additional support from health services due to Covid-19 but fortunately all have now recovered.

Staff completed Restore2 observations (e.g. temperature, blood pressure, pulse and O2 levels) on the people we support to understand the impact of Covid-19, especially on those individuals who were unable to communicate how they were feeling.

These observations led to one service identifying a heart condition in a resident and working with health services to ensure a pacemaker was fitted; this saved his life.

Due to the age of the clients, the number of health issues are increasing. As a response staff have been required to manage a number of incidents with these health emergencies lasting for a number of hours until ambulances arrived and paramedics and other health professionals could take over. Even where there have not been health emergencies, teams have taken on additional training and completed additional tasks to enable residents to remain in their home and ensured the best quality of life.

The teams continued to embrace technology to support new ways of communicating with their families to ensure the essential relationships can be maintained. However, all are glad that a number of restrictions have been eased and people can see their friends and families in person again.

The organisation, along with the Wellbeing group, have put in place a number of wellbeing strategies and worked hard to communicate these with staff; the levels of stress leading to burnout in health and social care due to the pandemic and staffing crisis has been well documented and the charity recognised the need to support its staff teams. These include:

- Information leaflets at key dates in the year
- Employee Assistance Programme (EAP); 24 hour confidential helpline (including access to counselling, financial and legal advice) and online health portal.
- Health Assured (EAP) Newsletters shared with services
- Mental Health resources (available on management information)
- Wellbeing Group (with a member in each service)
- Staff Representative Group
- Occupational Health
- Able Futures
- Access to Work
- Mental Health Awareness Training for all staff
- Manual Handling training
- First Aid Training
- Access to the Hydrotherapy Pool at designated times
- Supervisions
- Team Meetings
- Organisational Sick Pay
- Employers Network for Equality & Inclusion
- Disability Confident Employer
- Financial Support Organisations i.e. Mind

Quality

CQC took a risk based approach to inspections this year and currently there is no plan for any inspections, although the local authority has inspected some services in North Somerset. Currently all our services remain rated as Good overall.

Achievements and performance (continued)

Work continued to be carried out by our senior management team and cascaded into the services to ensure Freeways remained compliant with the latest Government advice for Covid-19 and infection control. There were up to 6 different sets of guidance relating to the different services and functions within the charity. Whenever the guidance changed the different implications needed to be understood and implemented as quickly as possible.

Freeways continues to produce audits annually regarding Safeguarding, Medication Errors and Feedback and produce actions plans to continuously monitor our services.

One of our newest types of services, specialist Positive Behaviour Support (PBS) Services which support individuals at risk of needing a hospital placement due to the frequency, intensity and longevity of their behaviours which can challenge others, has been a real success this year.

Outcomes of these services include an individual who has managed to remain in their tenancy due to the support they received, and this is now their longest ever placement, and another who has seen a reduction in behaviours and is now able to access the community more often ensuring a better quality of life.

Freeways wanted to ensure that, although there were many successes, we continued to improve. With this in mind we commissioned an independent review of the services which will be completed in April 2022. This will look at processes and paperwork and obtain feedback from past and present staff as well as commissioners and the people we support. The aim is to help us move forward with our PBS plan for the whole organisation.

Although Covid-19 continued to be the backdrop to the year there were some examples of wonderful achievements within the charity for whole services and individuals within those services. There are numerous examples but a selection is provided below:

- A number of individuals were supported to volunteer at local groups according to their preferences and areas of interest. This included at a furniture recycling centre, local outdoor swimming pool, community cinema and local café. Individuals were also supported into employment and one individual completed a training course, applied for a number of roles and is now successfully employed as a support for a carpet fitter.
- Individuals were encouraged to take up activities with some starting cycling courses and activities, jujitsu lessons, piano lessons, pottery and helping out at a community farm.
- One individual has been supporting the Police, NHS and Local authority and working with providers, carers and disability specialists to respond to a report by Sir Stephen Budd on services for people with learning disabilities and autistic people in Bristol. This work will help shape services across Bristol, North Somerset and South Gloucestershire.

Staff have supported staff to achieve many financial outcomes which led to an improved quality of living. Some key examples are below:

- Client A was supported to take the DWP to court. After 18 months, the case was upheld in their favour and the outstanding £16,000 was paid to her landlords.
- Client B has cleared her rent arears without taking any financial support, she was supported to set up a payment plan and stuck to her monthly extra payments.
- Client C was supported to put payment plans in place for all his outstanding debts he also is now accessing the correct benefits.
- Client D was supported at numerous complex meetings to live in safe accommodation and successfully apply for grants to furnish her new home.
- Client E was supported to access benefits for his wife and to access his pension.

Freeways staff have been recognised for the work they achieved, and a number of staff have been shortlisted for upcoming awards.

Achievements and performance (continued)

Freeways continues to support wider initiatives to ensure quality across the region including:

- Vice Chair of British Association of Supported Employment (BASE) and a director of Inclusive Training which is the social enterprise arm of the BASE
- Member of South Gloucestershire Safeguarding Adults Board
- Member of Keeping Bristol Safe Partnership
- Member of the Stop Adult Abuse Week Group arranging events across the Avon and Somerset Police Area including multi-agency staff conference
- Co-Chair of the Working Age Provider Forum in Bristol
- Provider Representative on the Learning Disability Provider Forum in Bristol

Evolution

Freeways worked with Freeways Trust to design a new supported living service at Morley House which opened in May 2021. The redesigned property consists of 6 flats including one with adaptations for an individual with mobility issues. The new tenants and the team are working well together and everyone is really happy with the standard of the property and for most this is their first supported living service and so enjoying the opportunity to be even more independent.

Freeways has completed a significant tender process over the last year to be able to implement its digital strategy which will include time and attendance, rota management and digital care records. This is a significant process which also includes improving the infrastructure in our services. Staff were invited to be part of the process as the main end users and discussions were had with a number of other providers.

We are currently in the configuration stage and hope to pilot the new systems in late 2022 and roll out to the other services in 2023.

The aim is to reduce the time spent completing paperwork (and its duplication), improve the quality of our services even further whilst collecting the data required to make the best decisions going forward.

As part of our digital strategy we have been working to ensure our IT and data security meets recognised standards and we hope to achieve the NHS digital security toolkit standards by June 2022 which is the end date of the assessment period.

There are a number of other strategies which are in the process of being completed in order to move the organisation forward and support the aims of the charity:

- Freeways are completing their Equality, Diversity and Inclusion Strategy and have linked in with Employers Network for Equality and Inclusion and have completed a benchmarking tool to assess our work to date. Our strategy, once signed off, will be published on our website.
- Staff Wellbeing Strategy has the aim of promoting health and wellbeing to our staff and to role model this to the people we support. We are aware of the toll that the last two years of Covid-19 had on our staff who have to continue to wear PPE and test regularly although these rules have been relaxed in most other industries. The strategy is a step towards supporting people to talk about their wellbeing and get support before crisis point with a focus on education and signposting.
- Working with additional funding from Business West, we have been working with a consultant to complete a recruitment and retention strategy to be finalised in 2022. This will also link into our Equality and Diversity Strategy.
- Freeways have just started looking at an Environmental Strategy and key individuals are undertaking Carbon Literacy training in the next few weeks and will be working with a consultant to identify the carbon footprint of the organisation and actions to make a positive change. This will be the basis of our strategy to help meet the government’s 2030 targets of zero carbon emissions.

Achievements and performance (continued)

Freeways are continuing to work towards being cashless where possible and more people we support are using the specialist payment cards. In the next year we are hoping to pilot this for petty cash in services.

Lastly we continue to work with our main landlord to review our estate and we are jointly working with the local authorities tin which we are based to understand the local need and ensure our properties are designed with the currently and future needs in mind. We are currently working on two properties, one in North Somerset and another in Bristol, with the aim to provide an enhanced service in 2023.

Financial review

a. Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

b. Reserves policy

The Trustees have reviewed the reserves policy and examined the need for free reserves in light of the predominant risks to the organisation, its working capital requirements, the 2022-23 budget and future plans. The policy continues to be set at building free reserves to at least two month's expenditure (currently £1,008k) to provide security against unexpected fluctuations in income and expenditure due to short term service vacancies, changes in commissioning plans, costs running higher than expected and the investment in developing new services.

Free reserves, excluding the pension reserve deficit at 31 March 2022 were £2,022k (2021 £1,687k) and therefore meet the target level. The organisation will look to generate surpluses in future years to retain adequate reserves, however, the plans set out below may necessitate some investment of reserves. The Trustees will continue to review the reserves policy regularly and amend it accordingly dependent on the strategic plans of the organisation and the changes in circumstances.

The pension reserve surplus at 31 March 2022 of £482k (2021: deficit £(220)k) has been excluded from the calculation of free reserves on the basis that the cash flow impact is limited to the annual payment agreed under the pension scheme recovery plans.

c. Principal risks and uncertainties

The Board of Trustees considers risk as an integral part of all strategic discussions. During the year Trustees have considered and assessed the risks to which the charity is exposed as part of their decision-making process.

d. Financial review – Making Every Penny Count

The funding environment continues to be difficult for social care but we have worked hard to ensure that we receive the correct level of funding for the work undertaken and minimise expenditure whilst maintaining good quality care.

Total incoming resources for the year were up 3% compared to the previous year (£7,377k compared to £7,130k) due to a 6% increase in income from charitable activities and government grants of £358k. This reflects

additional activity within a number of services and government grants in relation to Covid-19.

Expenditure on charitable activities rose by 5% (£6,914k compared to £6,584k) due to additional expenditure relating to Covid-19 which was mainly funded through the government grants received. Additional expenditure was incurred on infection control measures as well as staff retention and recruitment. Some of larger contracts were retendered during the year resulting in savings in energy costs and insurance.

The operating surplus for the year before actuarial losses on the pension scheme was £463k (2021: £546k). After the actuarial gain of £577k (2021: £392k) on the defined benefit pension scheme there was a net surplus of £1,040k (2021: £938k) in the year.

The defined benefit pension scheme, which was closed to future accruals in 2007, has an assessed surplus of £482k (2021: deficit £(220)k) at the year-end after receiving regular employer contributions of £128k.

e. Covid-19

The Trustees have reviewed the overall impact of Covid-19 on the financial position and concluded that it does not currently call into question the long-term sustainability of the charity. The position will continue to be monitored and appropriate action taken if required.

Structure, governance and management

a. Structure, governance and management

Freeways was established in December 1987. The governing document is the Memorandum and Articles of Association of the company and members of the Board of Trustees are the Directors of the company.

The company is limited by guarantee having no share capital. In the event of the company being wound up every member undertakes to contribute to the assets of the company up to an amount not exceeding £1.

The Trustees have delegated day to day management of the charity to the Chief Executive Officer who reports on the performance against strategic plans set and agreed by the Trustees.

New trustees invited to join the board are selected on the basis of their experience and skills. They are invited to visit a number of homes and to meet with existing board members before any appointment is approved. One new Trustee was appointed after the end of the year, following this process.

Trustees are encouraged to attend appropriate external training events where these would facilitate the understanding of their role, and they are given at least bi-monthly updates by the Chief Executive Office and, where appropriate, other members of the Senior Management Team.

A separate charity, Freeways Trust (Charity no.1102216), has many common trustees but is not under common control although both organisations have similar charitable objects. Freeways currently leases most of its properties from Freeways Trust, as reflected in the accounts.

None of the Trustees receives remuneration or other benefit for their work with the charity. Any connection between a trustee and a related party or other organisation with which the charity co-operates must be disclosed in the same way as any other contractual relationship with a related party. The charity's wholly owned subsidiary Leigh Court Services Ltd was established to undertake trading activities on behalf of Freeways. All profits for the subsidiary undertaking are gifted to the charity (see note 13 of the accounts).

The Trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'.

Structure, governance and management (continued)

b. Key management personnel remuneration

The Trustees consider the Board of Trustees and the Senior Management Team to comprise the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day-to-day basis.

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the charity for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Group and the charity and of their incoming resources and application of resources, including their income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Group will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Group and the charity's transactions and disclose with reasonable accuracy at any time the financial position of the Group and the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Group and the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditor

Each of the persons who are Trustees at the time when this Trustees' Report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable group's auditor is unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable group's auditor is aware of that information.

Auditor

The auditor, Mazars LLP, has indicated its willingness to continue in office. The designated Trustees will propose a motion reappointing the auditor at a meeting of the Trustees.

Approved by order of the members of the board of Trustees and signed on their behalf by:

Franklin morton
Franklin morton (Nov 10, 2022 13:31 GMT)

F S Morton
Chair
Date: Nov 10, 2022

Cc Britton
Cc Britton (Nov 10, 2022 15:15 GMT)

C C Britton
Trustee

INDEPENDENT AUDITOR'S REPORT TO THE OF FREEWAYS

Opinion

We have audited the financial statements of Freeways (the 'parent charitable company') for the year ended 31 March 2022 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Charity Balance Sheet, the Consolidated Statement of Cash Flows and the related notes to the financial statements, including a summary of significant accounting policies.

The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Group's and of the parent charitable company's affairs as at 31 March 2022 and of the Group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor’s responsibilities for the audit of the financial statements section of our report. We are independent of the group and the parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC’s Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group's and the parent charitable company's’s ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees' with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor’s report thereon. The Trustees' are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the group and the parent company and their environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees'

As explained more fully in the Trustees' Responsibilities Statement set out on page 8, the Trustees' are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees' is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees' responsible for assessing the group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees' either to liquidate the group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

Based on our understanding of the group and the parent charitable company and its industry, we considered that non-compliance with the following laws and regulations might have a material effect on the financial statements: employment regulation, health and safety regulation, anti-money laundering regulation, non-compliance with implementation of government support schemes relating to COVID-19.

To help us identify instances of non-compliance with these laws and regulations, and in identifying and assessing the risks of material misstatement in respect to non-compliance, our procedures included, but were not limited to:

- Inquiring of management and, where appropriate, those charged with governance, as to whether the group and the parent charitable company is in compliance with laws and regulations, and discussing their policies and procedures regarding compliance with laws and regulations;
- Inspecting correspondence, if any, with relevant licensing or regulatory authorities;
- Communicating identified laws and regulations to the engagement team and remaining alert to any indications of non-compliance throughout our audit; and
- Considering the risk of acts by the group and the parent charitable company which were contrary to applicable laws and regulations, including fraud.

We also considered those laws and regulations that have a direct effect on the preparation of the financial statements, such as tax legislation, pension legislation, the Companies Act 2006.

In addition, we evaluated the Trustees' and management's incentives and opportunities for fraudulent manipulation of the financial statements, including the risk of override of controls, and determined that the principal risks were related to posting manual journal entries to manipulate financial performance, management bias through judgements and assumptions in significant accounting estimates, revenue recognition (which we pointed to the cut-off assertion) and significant one-off or unusual transactions.

Our audit procedures in relation to fraud included but were not limited to:

- Making enquiries of the Trustees and management on whether they had knowledge of any actual, suspected or alleged fraud;
- Gaining an understanding of the internal controls established to mitigate risks related to fraud;
- Discussing amongst the engagement team the risks of fraud; and
- Addressing the risks of fraud through management override of controls by performing journal entry testing.

There are inherent limitations in the audit procedures described above and the primary responsibility for the prevention and detection of irregularities including fraud rests with management. As with any audit, there remained a risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal controls.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of the audit report

This report is made solely to the charity's members as a body in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body for our audit work, for this report, or for the opinions we have formed.

Jonathan Marchant (Nov 10, 2022 16:57 GMT)

Jonathan Marchant (Senior statutory auditor)
for and on behalf of
Mazars LLP
Chartered Accountants and Statutory Auditor
90 Victoria Street
Bristol
BS1 6DP

Date: Nov 10, 2022

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2022

	Note	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Total funds 2022 £000	Total funds 2021 £000
Income from:					
Government grants, donations and legacies	**3**	3	355	358	486
Charitable activities	**4**	7,019	-	7,019	6,643
Investments		-	-	-	1
Total income		7,022	355	7,377	7,130
Expenditure on:					
Charitable activities		6,562	352	6,914	6,584
Total expenditure		6,562	352	6,914	6,584
Net income before net gains on investments		460	3	463	546
Remeasurement gains/(losses) on defined benefit scheme		577	-	577	392
Net movement in funds		1,037	3	1,040	938
Reconciliation of funds:					
Total funds brought forward		1,489	(26)	1,463	525
Net movement in funds		1,037	3	1,040	938
Total funds carried forward		2,526	(23)	2,503	1,463

The Consolidated Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 18 to 36 form part of these financial statements.

FREEWAYS

(A Company Limited by Guarantee)
REGISTERED NUMBER: 02209114

CONSOLIDATED BALANCE SHEET
AS AT 31 MARCH 2022

	Note		2022 £000		2021 £000
Fixed assets					
Tangible assets	**10**		53		39
			53		39
Current assets					
Debtors	**12**	594		517	
Cash at bank and in hand		1,935		1,614	
		2,529		2,131	
Creditors: amounts falling due within one year	**13**	(561)		(487)	
Net current assets			1,968		1,644
Total assets less current liabilities			2,021		1,683
Net assets excluding pension asset / liability			2,021		1,683
Defined benefit pension scheme asset / liability	**21**		482		(220)
Total net assets			2,503		1,463
Charity funds					
Restricted funds	**15**		(23)		(26)
Unrestricted funds	**15**		2,526		1,489
Total funds			2,503		1,463

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees on Nov 10, 2022 and signed on their behalf by:

Franklin morton
Franklin morton (Nov 10, 2022 13:31 GMT)

F S Morton
Chair

Cc Britton
Cc Britton (Nov 10, 2022 15:15 GMT)

C C Britton
Trustee

The notes on pages 18 to 36 form part of these financial statements.

FREEWAYS

(A Company Limited by Guarantee)
REGISTERED NUMBER: 02209114

CHARITY BALANCE SHEET
AS AT 31 MARCH 2022

	Note		2022 £000		2021 £000
Fixed assets					
Tangible assets	**10**		53		39
			53		39
Current assets					
Debtors	**12**	587		509	
Cash at bank and in hand		1,892		1,600	
		2,479		2,109	
Creditors: amounts falling due within one year	**13**	(556)		(487)	
Net current assets			1,923		1,622
Total assets less current liabilities			1,976		1,661
Net assets excluding pension asset / liability			1,976		1,661
Defined benefit pension scheme asset / liability	**21**		482		(220)
Total net assets			2,458		1,441
Charity funds					
Restricted funds	**15**		(23)		(26)
Unrestricted funds	**15**		2,481		1,467
Total funds			2,458		1,441

The charity's net movement in funds for the year was £1,016 (2021 - £954).

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

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Franklin morton
Franklin morton (Nov 10, 2022 13:31 GMT)

F S Morton
Chair

Cc Britton (Nov 10, 2022 15:15 GMT)

C C Britton
Trustee

The notes on pages 18 to 36 form part of these financial statements.

CONSOLIDATED STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2022

	2022 £000	2021 £000
Cash flows from operating activities		
Net cash used in operating activities	432	422
Cash flows from investing activities		
Dividends, interests and rents from investments	-	1
Purchase of tangible fixed assets	(111)	(26)
Net cash used in investing activities	(111)	(25)
Change in cash and cash equivalents in the year	321	397
Cash and cash equivalents at the beginning of the year	1,614	1,217
Cash and cash equivalents at the end of the year	1,935	1,614

The notes on pages 18 to 36 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

1. General information

Freeways is a private charitable company limited by guarantee, registered in England & Wales, company registered number 02209114 and registered with the Charity Commission, charity number 298603. Its registered office is Leigh Court Day Centre, Pill Road, Bristol, BS8 3RA.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Freeways meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the Group and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Group has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of Financial Activities in these financial statements.

2.2 Going concern

The Trustees consider that there is no material uncertainties about Freeways' ability to continue as a going concern. The Covid-19 pandemic and resulting emergency measures have not had a detrimental impact on the finances of the charity. The increased expenditure incurred to maintain services and protect staff and service users was offset by the availability of support grants and government support mechanisms such as the coronavirus job retention scheme. These have allowed the charity to maintain operations without depleting reserves.

2.3 Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donations are included on a received basis and income tax recoverable in relation to donations received under Gift Aid is recognised at the time of the donation.

2. Accounting policies (continued)

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated to the applicable expenditure headings.

Direct costs, including directly attributable salaries, are allocated on an actual basis to the activity. Overheads and other salaries are allocated between expense headings on the basis of time spent.

Governance costs include the costs of governance arrangements which relate to the general running of the charity. These activities provide the governance infrastructure which allows the charity to operate and to generate the information required for public accountability. They include the strategic planning processes that contribute to the future development of the charity.

2.5 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Consolidated Statement of Financial Activities over the expected useful lives of the assets concerned. Other grants are credited to the Consolidated Statement of Financial Activities as the related expenditure is incurred.

2.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £10,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition are included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following bases:

Motor vehicles	- 10-33% straight line
Fixtures and fittings	- 20-33% straight line

2.7 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Consolidated Statement of Financial Activities.

Investments in subsidiaries are valued at cost less provision for impairment.

2. Accounting policies (continued)

2.8 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.10 Liabilities

Liabilities and provisions are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated Statement of Financial Activities as a finance cost.

2.11 Financial instruments

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.12 Operating leases

Rentals paid under operating leases are charged to the Consolidated Statement of Financial Activities on a straight line basis over the lease term.

2.13 Pensions

The Group operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Group to the fund in respect of the year.

The charity operates a defined benefits pension scheme and the pension charge is based on a full actuarial valuation dated 31 March 2018.

2. Accounting policies (continued)

2.14 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by grantors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

3. Income from government grants, donations and legacies

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Total funds 2022 £000
Donations	3	-	3
Grants	-	14	14
Government grants	-	341	341
	3	355	358

	Unrestricted funds 2021 £000	Restricted funds 2021 £000	Total funds 2021 £000
Donations	3	-	3
Grants	-	2	2
Government grants	220	261	481
	223	263	486

4. Income from charitable activities

	Unrestricted funds 2022 £000	Total funds 2022 £000
Residential and community care	6,862	6,862
Hydrotherapy services	157	157
Total 2022	7,019	7,019

	Unrestricted funds 2021 £000	Restricted funds 2021 £000	Total funds 2021 £000
Residential and community care	6,577	(1)	6,576
Hydrotherapy services	67	-	67
Total 2021	6,644	(1)	6,643

5. Analysis of expenditure by activities

	Activities undertaken directly 2022 £000	Support costs 2022 £000	Total funds 2022 £000
Residential and Community care	5,618	1,072	6,690
Hydrotherapy services	193	31	224
	5,811	1,103	6,914

	Activities undertaken directly 2021 £000	Support costs 2021 £000	Total funds 2021 £000
Residential and Community care	5,362	1,049	6,411
Hydrotherapy services	146	27	173
	5,508	1,076	6,584

The tables above includes £352k (2021: £269k) relating to expenditure on restricted funds and £6,562k (2021: £6,315k) relating to expenditure on unrestricted funds.

6. Governance costs

	2022 £000	2021 £000
Auditors' remuneration	12	11
Auditors' non audit costs	2	2
Trustee insurance	5	4
Support costs	2	2
Staff costs	6	7
	27	26

7. Auditors' remuneration

The Auditor's remuneration amounts to an Audit fee of £12k (2021: £11k), and preparation of financial statements and other services of £2k (2021 - £2k).

8. Staff costs

	Group 2022 £000	Group 2021 £000	Company 2022 £000	Company 2021 £000
Wages and salaries	4,233	4,160	4,233	4,160
Social security costs	312	301	312	301
Contribution to defined contribution pension schemes	79	76	79	76
	4,624	4,537	4,624	4,537

The average number of persons employed by the charity during the year was as follows:

	Group 2022 No.	Group 2021 No.
Care of residents	213	214
Administration	19	19
	232	233

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	Group 2022 No.	Group 2021 No.
In the band £60,001 - £70,000	1	1
In the band £70,001 - £80,000	1	1

The key management personnel comprise the Chief Executive, the Finance Director, the four Senior Managers, the HR Manager and the Trustees. The total employee benefits of the key management personnel of the charity was £340k (2021: £336k).

9. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2021 - £NIL).

The number of trustees to whom retirement benefits are accruing under defined contribution schemes amount to none (2021: none).

Indemnity insurance was purchased at a cost of £5k (2021: £4k) to cover trustees, directors and employees.

10. Tangible fixed assets

Group and Company

	Motor vehicles £000	Fixtures and fittings £000	Total £000
Cost or valuation			
At 1 April 2021	-	483	483
Additions	22	89	111
At 31 March 2022	22	572	594
Depreciation			
At 1 April 2021	-	444	444
Charge for the year	6	91	97
At 31 March 2022	6	535	541
Net book value			
At 31 March 2022	16	37	53
At 31 March 2021	-	39	39

11. Principal subsidiary

The charity owns 100% of the shares in one trading subsidiary, Leigh Court Services Limited (a private company registered in England & Wales, registered number 06434021), which undertakes trading activities on behalf of Freeways. All profits of the subsidiary undertaking are gifted to the charity. Trading results for the active subsidiary the year ended 31 March 2022 are shown below.

	2022 £000	2021 £000
Turnover	77	30
Cost of sales	(34)	(11)
Gross profit	43	19
Administrative expenses	(1)	(1)
Profit before Gift Aid payment	42	18
Gift Aid payment	(42)	(18)
Profit after Gift Aid payment	-	-
Net assets	45	21

12. Debtors

	Group 2022 £000	Group 2021 £000	Company 2022 £000	Company 2021 £000
Due within one year				
Trade debtors	343	279	336	279
Other debtors	8	13	8	13
Prepayments and accrued income	243	225	243	217
	594	517	587	509

13. Creditors: Amounts falling due within one year

	Group 2022 £000	Group 2021 £000	Company 2022 £000	Company 2021 £000
Trade creditors	131	79	131	79
Other taxation and social security	76	66	76	66
Other creditors	43	33	38	32
Accruals and deferred income	311	309	311	310
	561	487	556	487

Deferred income relates to income from charitable activities received in advance of the year-end relating to the forthcoming period.

Deferred income for 2022 was £148,113 (2021: £119,468). The amounts deferred at 31 March 2021 were released during the period and the amounts deferred at 31 March 2022 will be recognised during the year ended 31 March 2023.

14. Financial instruments

	Group 2022 £000	Group 2021 £000
Financial assets		
Financial assets measured at amortised cost	2,487	2,089

	Group 2022 £000	Group 2021 £000
Financial liabilities		
Financial liabilities measured at amortised cost	337	286

Financial assets measured at amortised cost comprise cash at bank and in hand, trade and other debtors and accrued income.

Financial liabilities measured at amortised cost comprise trade and other creditors and accruals.

15. Statement of funds

Statement of funds - current year

	Balance at 1 April 2021 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 March 2022 £000
Designated funds						
Hardship fund	22	-	-	-	-	22
Pensions Reserve	(220)	-	-	125	577	482
	(198)	-	-	125	577	504
General funds						
General Funds - all funds	1,687	7,022	(6,562)	(125)	-	2,022
Total Unrestricted funds	1,489	7,022	(6,562)	-	577	2,526
Restricted funds						
Working and learning opportunities	6	-	-	-	-	6
Workforce Development Fund	(32)	14	(11)	-	-	(29)
Covid-19 Grant	-	341	(341)	-	-	-
	(26)	355	(352)	-	-	(23)
Total of funds	1,463	7,377	(6,914)	-	577	2,503

15. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2020 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 March 2021 £000
Designated funds						
Hardship fund	22	-	-	-	-	22
Pensions Reserve	(771)	-	-	159	392	(220)
	(749)	-	-	159	392	(198)
General funds						
General Funds - all funds	1,293	6,868	(6,315)	(159)	-	1,687
Total Unrestricted funds	544	6,868	(6,315)	-	392	1,489
Restricted funds						
Working and learning opportunities	6	-	-	-	-	6
Workforce Development Fund	(25)	1	(8)	-	-	(32)
Covid-19 Grant	-	261	(261)	-	-	-
	(19)	262	(269)	-	-	(26)
Total of funds	525	7,130	(6,584)	-	392	1,463

Hardship Fund - The Trustees have set up a hardship fund for service users of Freeways who have found themselves in financial need that cannot be met from other sources. There is a formal application process to access the fund.

Work & Learning Opportunities - grant from Learning Disability Development Fund to fund an employment development worker to support people with learning disabilities within Freeways into paid employment.

Workforce Development Fund - funding from the Department of Health and Social Care which is disbursed by Skills for Care. It supports the cost of qualifications and learning programmes together with the cost of acquiring these qualifications including those not yet completed and reimbursed. When the current qualifications are completed the level of reimbursement has been assessed to be sufficient to eliminate the current deficit.

Covid-19 Grant
The Covid-19 grant reserve reflects three separate Covid related grants received. The grants were for infection control, rapid testing and workforce capacity and have been fully expended in the year.

16. Summary of funds

Summary of funds - current year

	Balance at 1 April 2021 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 March 2022 £000
Designated funds	(198)	-	-	125	577	504
General funds	1,687	7,022	(6,562)	(125)	-	2,022
Restricted funds	(26)	355	(352)	-	-	(23)
	1,463	7,377	(6,914)	-	577	2,503

Summary of funds - prior year

	Balance at 1 April 2020 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 March 2021 £000
Designated funds	(749)	-	-	159	392	(198)
General funds	1,293	6,868	(6,315)	(159)	-	1,687
Restricted funds	(19)	262	(269)	-	-	(26)
	525	7,130	(6,584)	-	392	1,463

17. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Total funds 2022 £000
Tangible fixed assets	53	-	53
Current assets	2,529	-	2,529
Creditors due within one year	(538)	(23)	(561)
Provisions for liabilities and charges	482	-	482
	2,526	(23)	2,503

Analysis of net assets between funds - prior year

	Unrestricted funds 2021 £000	Restricted funds 2021 £000	Total funds 2021 £000
Tangible fixed assets	39	-	39
Current assets	2,131	-	2,131
Creditors due within one year	(461)	(26)	(487)
Provisions for liabilities and charges	(220)	-	(220)
	1,489	(26)	1,463

18. Reconciliation of net movement in funds to net cash flow from operating activities

	Group 2022 £000	Group 2021 £000
Net income for the year (as per Statement of Financial Activities)	1,040	938
Adjustments for:		
Depreciation charges	97	8
Dividends, interests and rents from investments	-	(1)
Increase in debtors	(77)	(26)
Increase in creditors	74	54
Losses/(gains) on defined benefit pension scheme	(577)	(392)
Income on defined benefit pension scheme	(125)	(159)
Net cash provided by operating activities	432	422

19. Analysis of cash and cash equivalents

	Group 2022 £000	Group 2021 £000
Cash in hand	1,935	1,614
Total cash and cash equivalents	1,935	1,614

20. Analysis of changes in net debt

	At 1 April 2021 £000	Cash flows £000	At 31 March 2022 £000
Cash at bank and in hand	1,614	321	1,935
	1,614	321	1,935

21. Pension commitments

The Group operates a defined benefit pension scheme.

The assets of the scheme are held separately from those of the group in an independently administered fund. The pension cost charge represents contributions payable by the group to the fund and amounted to £79k (2021: £76k).

The group operated a Defined Benefit Pension Scheme. The assets of the Scheme are held in a separate trustee administered fund. The Scheme is closed to future accrual. A schedule of contributions is agreed between the Company and the trustees after each comprehensive actuarial valuation.

The most recent comprehensive actuarial valuation took place as at 31 March 2021. Under the current schedule of contributions, the Company shall pay contributions of £128k per annum until 31 December 2026. The Company shall also pay the expenses of administering the Scheme.

Independent consulting actuaries, Quantum Advisory, update the actuarial valuations at each balance sheet date.

Principal actuarial assumptions at the Balance Sheet date (expressed as weighted averages):

	At 31 March 2022 %	At 31 March 2021 %
Discount rate at 31 March	2.80	2.00
Rate of price inflation (RPI)	4.10	3.70
Rate of increase for pensions in deferment	3.10	2.70
Rate of pension increases: pensions from 6 April 1997 to 31 March 2001	3.90	3.70
Rate of pension increases: pension accrued from 1 April 2001	3.50	3.20

	At 31 March 2022 Years	At 31 March 2021 Years
Mortality rates (in years)		
- for a male aged 65 now	21.8	21.5
- at 65 for a male aged 45 now	22.8	22.5
- for a female aged 65 now	24.2	23.5
- at 65 for a female aged 45 now	25.3	24.7

21. Pension commitments (continued)

The Group's share of the assets in the scheme was:

	At 31 March 2022 £000	At 31 March 2021 £000
Equities and Hedge funds/Absolute return	3,550	3,460
Commodities	176	205
Fixed Interest	924	985
Cash	239	228
Annuities	67	86
Total fair value of assets	4,956	4,964

The actual return on scheme assets was £-13k (2021 - £948k).

The amounts recognised in the Consolidated Statement of Financial Activities are as follows:

	2022 £000	2021 £000
Past service cost	-	(51)
Expected return on scheme assets	99	91
Interest on obligation	(102)	(107)
Total amount recognised in the Consolidated Statement of Financial Activities	(3)	(67)

Movements in the present value of the defined benefit obligation were as follows:

	2022 £000	2021 £000
Opening defined benefit obligation	5,184	4,693
Interest cost	102	107
Benefits paid	(123)	(132)
Past service costs	-	51
Actuarial (gain)/loss	(689)	465
Closing defined benefit obligation	4,474	5,184

21. Pension commitments (continued)

Movements in the fair value of the Group's share of scheme assets were as follows:

	2022 £000	2021 £000
Opening fair value of scheme assets	4,964	3,922
Interest income on scheme assets	99	91
Return less interest income on scheme assets	(112)	857
Contributions by employer	128	226
Benefits paid	(123)	(132)
Closing fair value of scheme assets	4,956	4,964

The cumulative amount of actuarial gains and losses recognised in the Consolidated Statement of Total Recognised Gains and Losses was £1,989k losses (2021 - £2,566k losses).

The group expects to contribute £128k to its Defined Benefit Pension Scheme in the year 31 March 2022.

The mortality assumptions as at 31 March 2022 were before and after retirement 100% of S2PMA and S2PFA mortality tables with improvements in line with the CMI_2017 Core improvements with a long term improvement rate of 1% per annum.

	2022 £000	2021 £000	2020 £000	2019 £000	2018 £000
Defined benefit obligation	(4,474)	(5,184)	(4,693)	(4,875)	(4,754)
Scheme assets	4,956	4,964	3,922	4,154	3,962
Deficit	482	(220)	(771)	(721)	(792)

	2022 £000	2021 £000
Total amount recognised in other comprehensive income		
Return less interest income on scheme assets	(112)	857
Actuarial gain/(loss) on liabilities	689	(465)
	577	392

22. Operating lease commitments

At 31 March 2022 the Group and the charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2022 £000	Group 2021 £000	Company 2022 £000	Company 2021 £000
Not later than 1 year	22	26	22	26
Later than 1 year and not later than 5 years	27	30	27	30
	49	56	49	56

23. Related party transactions

The Trustees also represent the majority of the Board of Trustees of Freeways Trust, a charitable company that provides residential and day care services building facilities for persons with learning disabilities. Freeways leased the charity's properties and paid £464k (2021: £468k) to Freeways Trust in the year ended 31 March 2022. Freeways Trust paid £11k (2021: £10k) to Freeways in respect of management charges and was paid £40k (2021: £39k) by Freeways in respect of management charges. At the year end Freeways owed to Freeways Trust £42k (2021: £36k) and was owed to Freeways Trust £3k (2021: £3k was owed to Freeways).

Principal subsidiaries

The following was a subsidiary undertaking of the charity:

The financial results of the subsidiary for the year were:

FREEWAYS

England & Wales - Charity number 298603

Accounts

Registered number: 02209114
Charity number: 298603

FREEWAYS

(A Company Limited by Guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

FREEWAYS
(A Company Limited by Guarantee)

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FREEWAYS

(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2021

Trustees	C C Britton, Non-executive A M Heaton, Non-executive L B Cooke, Non-executive P J Laszlo, Non-executive F S Morton, Chair, Non-executive D Y Pincott, Non-executive M S Barnett, Non-executive (appointed 14 June 2021)
Company registered number	02209114
Charity registered number	298603
Registered office	Leigh Court Day Centre Pill Road Abbots Leigh Bristol BS8 3RA
Company secretary	D G Slack
Chief executive officer	Claire Hayward
Independent auditor	Mazars LLP Chartered Accountants 90 Victoria Street Bristol BS1 6DP
Bankers	Barclays Bank plc 86 Queens Road Clifton Bristol BS8 1RB National Westminster Bank Plc 13 High Street Westbury-on-Trym Bristol BS9 3BF
Solicitors	Burges Salmon LLP One Glass Wharf Bristol BS2 0ZX

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2021

The Trustees present their annual report together with the audited financial statements of the charity for the year 1 April 2020 to 31 March 2021. The annual report serves the purposes of both a Trustees' report and a Directors' report under company law. The Trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) as amended by Update Bulletin 1 (effective January 2015) and Update Bulletin 2 (effective 1 January 2019).

Since the group and the charity qualify as small under section 383 of the Companies Act 2006, the Group Strategic Report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

The objects of the charity, set out in the memorandum of association, can be summarised as

To support adults with a learning disability for the public benefit.

Freeways undertakes this by supporting individuals in residential homes, in supported living services, day services, the community and with the use of the hydrotherapy pool. The following paragraphs outline the activities and achievements that deliver those objects.

The Freeways' Vision Statement is "A Provider of Choice", this is the defining statement which outlines its intent, and its Mission Statement, "Quality, Wellbeing and Evolution", indicates the methodology by which it chooses to conduct its business.

Underpinning these statements are six organisational values:

- Putting People First
- Having Great Staff
- Being Active in the Community
- Planning for the future
- Making Every Penny Count
- Ensuring Effective Governance and Compliance

Achievements and performance

Main achievements of the charity

Wellbeing

In the last year the wellbeing of the people we support and our staff has been paramount due to the impact of the global pandemic caused by Covid-19.

Staff have worked tirelessly to ensure that our service users understood why the support they receive had been required to change and the new risks they needed to be aware of to enable them, where possible, to make informed decisions about how to stay safe.

The teams showed endless creativity to help people through the requirements of shielding and lockdown to ensure that their mental health was supported through engagement in many enjoyable activities.

Achievements and performance (continued)

Services worked together and embraced new technology to ensure people could maintain relationships and key dates in their calendars could continue to be special even if they could not celebrate as they had done for many years previously.

Some of the ways people embraced technology included:
- Using their Smart TVs to access YouTube to understand the changing rules, learn about new and interesting topics and provoke discussion
- Using the “Hear Me Now” app to help the people we support be in control of their health appointment and to share information about their health, how they communicate and how professionals can support them well
- Using Zoom and other platforms to stay in contact with their families and friends. We had our Open Day awards ceremony on line including a sing-a-long and quizzes

In the first lockdown the services had competitions between each other to re-create a piece of art, make a video for a song and make a scarecrow for all the new vegetable gardens that people started.

Our services went above and beyond normal to support people in their community.

Due to a number of other local services closing due to the pandemic, our floating support community service in B&NES supported individuals deemed high risk by the local authority beyond their normal contract, to access basic support such as food vouchers.

Some of the people we support had employment pre-pandemic as key workers, for example in supermarkets, and these people had to continue going to work. Staff supported them to understand the new rules that they needed to follow to stay safe in the community and in work.

A number of our services did have cases of Covid-19 over the last year and unfortunately two individuals died 10 months apart. One in June 2020 and another in April 2021 both with Covid-19 stated on their death certificates; both individuals had lived in care homes within Freeways for a number of years, one since Freeways started as a charity, and both will be missed by everyone who knew them.

Fortunately staff in health and social care were one of the priority groups for the Covid-19 vaccinations with most staff being able to access these by January 2021.

Most of our residential care home residents were also able to access vaccines by this time with other clients and non-care staff slightly later in the year.

In addition to the existing policies and schemes a number of new initiatives were introduced by the Human Resources team in conjunction with our Wellbeing Group, which is formed from staff with a particular interest in this area. The key existing actions included:
- Employee Assistance Program with a 24/7 help line and active referrals for counselling due to stress
- Reasonable Adjustments and Stress Risk Assessments
- Campaigns throughout the year to support wellbeing
- Newsletters from Health Assured covering a variety of topics

Some of the new initiatives put in place to support staff included:
- Mental Health Awareness Training which received really good feedback
- Using a Wellness Action Plan created by the charity Mind
- Staff Wellbeing Checklists
- Wellbeing Gift to all staff to promote self-care

Achievements and performance (continued)

The Chair of Trustees also attended our Staff Representatives Group to thank them for all their hard work and to hear how they were feeling. This led to the Trustees authorising an additional discretionary payment to all staff as they recognised they had gone above and beyond, working with additional stresses to ensure the people we support remained safe and well.

It is also recognised that this was a particularly stressful time for families who could not visit the services as much as they would have liked. For this reason the organisation sent regular updates to families making them aware of legislation, guidance and other information to help them remain confident in the care we were providing. There were many family members who got in touch thanking the staff for keeping their relative safe and appreciating the regular communication.

Due to the pandemic, some of our services had to change the way they worked or close for a period. This included our hydrotherapy pool and most of the staff in that service were furloughed for part of the year. In addition we had a number of staff who for health, or other significant personal reasons, were required to be furloughed. Significant work was undertaken to ensure these individuals were supported during this stressful time and, when the time was right, given the support to successfully return to work.

Many services, including the hydrotherapy pool and community services were required to look at safer systems of work and reduce capacity to ensure the people we support remained safe and the risk from harm remained as low as possible.

Quality

In the last year the Care Quality Commission (CQC) stopped visits except where there were significant concerns or larger outbreaks of Covid-19.

CQC visited one of our services after a larger outbreak and there were no concerns raised about the quality of care or infection control which was comforting to hear and a testament to the hard work by the manager and team.

One of our aims this year was to increase the number of key lines of enquiry rated as outstanding by CQC but due to the pandemic this was not possible because CQC stopped carrying out these assessments.

All our CQC registered services remain rated as Good overall.

Significant work was carried out by our senior management team and cascaded into the services to ensure Freeways remained compliant with the latest Government advice for Covid-19 and infection control. There were up to 6 different sets of guidance relating to the different services and functions within the charity. Whenever the guidance changed the different implications needed to be understood and implemented as quickly as possible

Freeways worked closely with a local group of learning disability charities and businesses to ensure that support provided not only in Freeways but across the wider learning disability sector remained safe and at a high standard. This group was formed from the benchmarking group Freeways had set up to identify where it was doing well and where it could improve as there is little comparative data available.

Freeways continues to produce audits annually regarding Safeguarding, Medication Errors and Feedback and this year also completed a GDPR audit for Trustees to give them assurances around these key areas.

Although Covid-19 was the backdrop to the year there were still examples of wonderful achievements within the charity for whole services and individuals within those services. There are numerous examples but a selection is provided below:

Achievements and performance (continued)

The Beach
Freeways took over this service in February 2020 and over the last year have received a lot of positive feedback from the families of the people supported, the social workers and the staff regarding the change for the better. A number of individuals now need less support due to their increased independence achieved in a very short timeframe. One family member wrote “a weight has been lifted from our shoulders” and that they “now believe supported living can work”. The manager has been shortlisted for internal and external awards due to the turnaround achieved in the service in such a short time.

Supporting service user rights

In the last year there have been barriers to completing what in any other year would be a simple task: as other agencies closed or put in extra measure to keep people safe, some areas of support became a great deal harder. Some of the numerous individual outcomes achieved are listed below:

- Team have been working to challenge decisions that impacted the people we support and supported individuals to challenge Department of Work and Pensions decisions which led to two individuals receiving back payments of benefits of almost £10,000 .
- Debt clearance of over £25,000 for another two individuals through joint working with Citizens Advice Bureau
- Accessing free fire safety equipment for individuals with a hearing loss living in the community
- Supporting an individual to understand the process for diagnosis and treatment of serious health concerns which required stays in hospital with no visitors. This is hard for anyone in the current pandemic but for someone with limited communication this took an extraordinary amount of joint work and planning.

Achieving Outcomes
Like so many people, the dreams of some of the people we support have needed to be put on hold this last year but some have been able to use the extra time to work towards achieving their chosen outcomes.

In the last year individuals have been supported to apply for voluntary and work experience opportunities.

Some individuals have been able to spend time raising money for others and one client raised money for a number of wildlife charities supported by the staff from North Somerset Community Team.

The service user group, Our Project, has continued to meet over Zoom and has started to discuss equality, diversity and inclusion. They had a learning event which was supported by Bristol Hate Crime service and they hope to use this learning to review Freeways’ policy and guidance.

Staff undertook additional training in relation to infection control and most staff also undertook Restore 2 training which allows for staff to take and record basic health measurements. Although this was initially introduced to reduce the risk of undiagnosed Sepsis, it is also useful to measure oxygen levels in people with Covid-19 to ascertain if they need additional support from the health service.

Many of our staff also achieved their own personal outcomes over the year with six staff completing their diplomas at level 3 or 5 and some staff completing fundraising activities for the charity including a sponsored wild water swim to raise money for the hydrotherapy pool which raised over £500.

Freeways continues to support wider initiatives to ensure quality across the region including:

- Vice Chair of British Association of Supported Employment (BASE) and a director of Inclusive Training which is the social enterprise arm of the BASE
- Member of South Gloucestershire Safeguarding Adults Board
- Member of Keeping Bristol Safe Partnership
- Member of the Stop Adult Abuse Week Group arranging events across the Avon and Somerset Police Area including multi-agency staff conference

Achievements and performance (continued)

- Co-Chair of the Working Age Provider Forum in Bristol
- Provider Representative on the Learning Disability Provider Forum in Bristol

Evolution

Freeways has always been a creative organisation that has moved to find solutions for the people it supports and the last year has been no different.

A number of services have started to move towards supporting cashless solutions for the people we support. We have been working in conjunction with a specialist pre-payment card provider to trial its use in a number of services and the aim is to roll this out to other services. We have been asked by the local authority to feedback to them on this pilot so the learning can be cascaded to other learning disability services but also wider to the older person services where people need to retain money skills but with additional safeguards in place.

Freeways worked with North Somerset Council to transfer a community service from another provider who was pulling out of their contract. This led to a couple of staff transferring to Freeways through TUPE and joining our long-standing team in the area. The team have met a number of client outcomes including improvements to their home to meet their long term health needs, and another no longer requires additional support from a personal assistant. One family member, who was uncertain about the change in contract, has given feedback stating how her relative is more confident and the flexible approach from Freeways has improved her relative's independence.

Positive Behaviour Support services
Freeways have continued to expand their work and expertise in offering positive behaviour support for adults with learning disabilities demonstrating more challenging behaviours and now services are running on two separate sites supporting this client group. A barrier remains staff recruitment and Freeways are planning greater innovation in their recruitment processes over the next year to ensure these services continue to flourish.

Morley House
Freeways have been working with their main landlord, Freeways Trust, to convert this building from a residential care home to six supported living one bedroom flats. Three individuals within Freeways have been identified as suitable for the service and an implementation team are assessing a number of external referrals to see if they would benefit from the new service. The building was completed in May 2021 and the first three clients moved in at the end of May. It is expected that the service will be full by the end of August 2021.

This year we have been reviewing our Personal Care Registration to ensure our services remain fit for the future and our aim over the next year is to complete this review and register further managers to then be able to more easily grow our supported living services.

We also plan to introduce an Equality, Diversity and Inclusion Strategy this year which will look at positive action to reduce barriers for the people we support and our staff from reaching their potential.

During the last year a working group has been developing a Digital Strategy which was approved by the Trustees in May 2021. The Strategy will support clients and staff to make greater use of technology to improve outcomes for clients, working lives for staff and the effectiveness and efficiency of the organisation.

Financial review

a. Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

b. Reserves policy

The Trustees have reviewed the reserves policy and examined the need for free reserves in light of the predominant risks to the organisation, its working capital requirements, the 2021-22 budget and future plans. The policy continues to be set at building free reserves to at least two month's expenditure (currently £1,097k) to provide security against unexpected fluctuations in income and expenditure due to short term service vacancies, changes in commissioning plans, costs running higher than expected and the investment in developing new services.

Free reserves, excluding the pension reserve deficit at 31 March 2021 were £1,687k (2020 £1,293k) and there meet the target level. The organisation will look to generate surpluses in future years to retain adequate reserves, however, the plans set out below may necessitate some investment of reserves. The Trustees will continue to review the reserves policy regularly and amend it accordingly dependent on the strategic plans of the organisation and the changes in circumstances.

The pension reserve deficit at 31 March 2021 of £220k (2019 £771k) has been excluded from the calculation of free reserves on the basis that the cash flow impact is limited to the annual payment agreed under the pension scheme recovery plans.

c. Principal risks and uncertainties

The Board of Trustees considers risk as an integral part of all strategic discussions. During the year Trustees have considered and assessed the risks to which the charity is exposed as part of their decision-making process.

d. Financial review – Making Every Penny Count

The funding environment continues to be difficult for social care but we have worked hard to ensure that we receive the correct level of funding for the work undertaken and minimise expenditure whilst maintaining good quality care.

Total incoming resources for the year were up 17% compared to the previous year (£7,130k compared to £6,091k) due to a 10% increase in income from charitable activities and government grants of £481k. This reflects additional activity within a number of services and government grants in relation to Covid-19.

Expenditure on charitable activities rose by 8% (£6,584k compared to £6,049k) due to additional expenditure relating to Covid-19 mainly funded through government grants. Additional expenditure was incurred on infection control measures such as personal protective equipment, additional cleaning, block booking agency staff and providing taxis so that staff did not need to use public transport.

The operating surplus for the year before actuarial gains/(losses) on the pension scheme was £546k (2020: £42k). After the actuarial gain of £392k (2020: loss £161k) on the defined benefit pension scheme there was a net surplus of £938k (2020: deficit of £119k) in the year.

The defined benefit pension scheme, which was closed to future accruals in 2007, was subject to a triennial valuation at 31 March 2018 and has an assessed deficit of £220k (2020: £771k) at the year-end after receiving regular employer contributions of £128k and an additional one off £98k contribution in the year. The additional contribution was in part to cover the additional cost of equalising the Guaranteed Minimum Pension in accordance with the Lloyds Bank judgement in 2018 and subsequent cases and guidance. The Scheme Actuary has made an initial estimate that the cost of this equalisation is £50k.

The Supreme Court judgement on the payment to staff who carry out sleep in shifts was published in March 2021. The outcome is to clarify that Freeways has no historic liability in respect of sleep in payments and clarifies the requirements for the future.

e. Covid-19

The Trustees have reviewed the overall impact on the financial position of the charity and concluded that the impact of COVID-19 does not currently call into question the long-term sustainability. The position will continue to be monitored and appropriate action taken if required.

Structure, governance and management

a. Structure, governance and management

Freeways was established in December 1987. The governing document is the Memorandum and Articles of Association of the company and members of the Board of Trustees are the Directors of the company.

The company is limited by guarantee having no share capital. In the event of the company being wound up every member undertakes to contribute to the assets of the company up to an amount not exceeding £1.

The Trustees have delegated day to day management of the charity to the Chief Executive Officer who reports on the performance against strategic plans set and agreed by the Trustees.

New trustees invited to join the board are selected on the basis of their experience and skills. They are invited to visit a number of homes and to meet with existing board members before any appointment is approved. One new Trustee was appointed after the end of the year, following this process.

Trustees are encouraged to attend appropriate external training events where these would facilitate the understanding of their role, and they are given at least bi-monthly updates by the Chief Executive Officer and, where appropriate, other members of the Senior Management Team.

A separate charity, Freeways Trust (Charity no.1102216), has many common trustees but is not under common control although both organisations have similar charitable objects. Freeways currently leases most of its properties from Freeways Trust, as reflected in the accounts.

None of the Trustees receives remuneration or other benefit for their work with the charity. Any connection between a Trustee and a related party or other organisation with which the charity co-operates must be disclosed in the same way as any other contractual relationship with a related party. The charity's wholly owned subsidiary Leigh Court Services Ltd was established to undertake trading activities on behalf of Freeways. All profits for the subsidiary undertaking are gifted to the charity (see note 12 of the accounts).

The Trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'.

Structure, governance and management (continued)

b. Key management personnel remuneration

The Trustees consider the Board of Trustees and the Senior Management Team to comprise the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day to day basis.

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the charity for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Group and the charity and of their incoming resources and application of resources, including their income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Group will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Group and the charity's transactions and disclose with reasonable accuracy at any time the financial position of the Group and the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Group and the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditor

Each of the persons who are Trustees at the time when this Trustees' Report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable group's auditor is unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable group's auditor is aware of that information.

Auditor

The auditor, Mazars LLP, has indicated its willingness to continue in office. The designated Trustees will propose a motion reappointing the auditor at a meeting of the Trustees.

Approved by order of the members of the board of Trustees on Aug 9, 2021 and signed on their behalf by:

F s Morton (Aug 9, 2021 10:52 GMT+1)

F S Morton
Chair
Date: Aug 9, 2021

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF FREEWAYS

Opinion

We have audited the financial statements of Freeways (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2021 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Charity Balance Sheet, the Consolidated Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent charitable company's affairs as at 31 March 2021 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group and the parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustee's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group's and the parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the group and the parent company and their environment obtained in the course of the audit, we have not identified material misstatements in the Trustees Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement set out on page 9, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. Based on our understanding of the group and the parent charitable company, and its industry, we identified that the principal risks of non-compliance with laws and regulations related to the UK tax legislation, pensions legislation, employment regulation and health and safety regulation, anti-bribery, corruption and fraud, money laundering, non-compliance with implementation of government support schemes relating to COVID-19, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements, such as the Companies Act 2006.

We evaluated the directors' and management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related posting manual journal entries to manipulate financial performance and significant one-off or unusual transactions.

Our audit procedures were designed to respond to those identified risks, including non-compliance with laws and regulations (irregularities) and fraud that are material to the financial statements. Our audit procedures included but were not limited to:

- Discussing with the Trustees and management their policies and procedures regarding compliance with laws and regulations;
- Communicating identified laws and regulations throughout our engagement team and remaining alert to any indications of non-compliance throughout our audit; and
- Considering the risk of acts by the group and the parent charitable company which were contrary to applicable laws and regulations, including fraud.

Our audit procedures in relation to fraud included but were not limited to:

- Making enquiries of the directors and management on whether they had knowledge of any actual, suspected or alleged fraud;
- Gaining an understanding of the internal controls established to mitigate risks related to fraud;
- Discussing amongst the engagement team the risks of fraud; and
- Addressing the risks of fraud through management override of controls by performing journal entry testing.
-

There are inherent limitations in the audit procedures described above and the primary responsibility for the prevention and detection of irregularities including fraud rests with management. As with any audit, there remained a risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal controls.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditor's Report.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF FREEWAYS (CONTINUED)

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Jonathan Marchant (Senior Statutory Auditor)
for and on behalf of
Mazars LLP
Chartered Accountants
Statutory Auditor
90 Victoria Street

Bristol
BS1 6DP

Date: Aug 10, 2021

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2021

	Note	Unrestricted funds 2021 £000	Restricted funds 2021 £000	Total funds 2021 £000	Total funds 2020 £000
Income from:					
Government grants, donations and legacies	**3**	223	263	486	27
Charitable activities	**4**	6,644	(1)	6,643	6,050
Other trading activities	**5**	-	-	-	9
Investments		1	-	1	5
Total income		6,868	262	7,130	6,091
Expenditure on:					
Charitable activities		6,315	269	6,584	6,050
Total expenditure		6,315	269	6,584	6,050
Remeasurement gains/(losses) on defined benefit scheme		392	-	392	(161)
Net movement in funds		945	(7)	938	(120)
Reconciliation of funds:					
Total funds brought forward		544	(19)	525	645
Net movement in funds		945	(7)	938	(120)
Total funds carried forward		1,489	(26)	1,463	525

The Consolidated Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 19 to 37 form part of these financial statements.

FREEWAYS
(A Company Limited by Guarantee)
REGISTERED NUMBER: 02209114

CONSOLIDATED BALANCE SHEET
AS AT 31 MARCH 2021

	Note		2021 £000		2020 £000
Fixed assets					
Tangible assets	**11**		39		21
			39		21
Current assets					
Debtors	**13**	517		491	
Cash at bank and in hand		1,614		1,217	
		2,131		1,708	
Creditors: amounts falling due within one year	**14**	(487)		(433)	
Net current assets			1,644		1,275
Total assets less current liabilities			1,683		1,296
Net assets excluding pension liability			1,683		1,296
Defined benefit pension scheme liability	**22**		(220)		(771)
Total net assets			1,463		525
Charity funds					
Restricted funds	**16**		(26)		(19)
Unrestricted funds	**16**		1,489		544
Total funds			1,463		525

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees on Aug 9, 2021 and signed on their behalf by:

F s Morton
F s Morton (Aug 9, 2021 10:52 GMT+1)

F S Morton
Chair

P.J.Laszlo
P.J.Laszlo (Aug 9, 2021 14:40 GMT+1)

P J Laszlo

The notes on pages 19 to 37 form part of these financial statements.

FREEWAYS

(A Company Limited by Guarantee)
REGISTERED NUMBER: 02209114

CHARITY BALANCE SHEET
AS AT 31 MARCH 2021

	Note		2021 £000		2020 £000
Fixed assets					
Tangible assets	**11**		39		21
			39		21
Current assets					
Debtors	**13**	509		486	
Cash at bank and in hand		1,600		1,181	
		2,109		1,667	
Creditors: amounts falling due within one year	**14**	(487)		(430)	
Net current assets			1,622		1,237
Total assets less current liabilities			1,661		1,258
Net assets excluding pension liability			1,661		1,258
Defined benefit pension scheme liability	**22**		(220)		(771)
Total net assets			1,441		487
Charity funds					
Restricted funds	**16**		(26)		(19)
Unrestricted funds	**16**		1,467		506
Total funds			1,441		487

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees on Aug 9, 2021 and signed on their behalf by:

F s Morton

F s Morton (Aug 9, 2021 10:52 GMT+1)

F S Morton

P.J.Laszlo

P.J.Laszlo (Aug 9, 2021 14:40 GMT+1)

P J Laszlo

The notes on pages 19 to 37 form part of these financial statements.

CONSOLIDATED STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2021

	2021 £000	2020 £000
Cash flows from operating activities		
Net cash used in operating activities	422	31
Cash flows from investing activities		
Dividends, interests and rents from investments	1	5
Purchase of tangible fixed assets	(26)	(10)
Net cash used in investing activities	(25)	(5)
Change in cash and cash equivalents in the year	397	26
Cash and cash equivalents at the beginning of the year	1,217	1,191
Cash and cash equivalents at the end of the year	1,614	1,217

The notes on pages 19 to 37 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

1. General information

Freeways is a private charitable company limited by guarantee, registered in England & Wales, company registered number 02209114 and registered with the Charity Commission, charity number 298603. Its registered office is Leigh Court Day Centre, Pill Road, Bristol, BS8 3RA.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Freeways meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the Group and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Group has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of Financial Activities in these financial statements.

2.2 Going concern

The Trustees consider that there is no material uncertainties about Freeways' ability to continue as a going concern. The Covid-19 pandemic and resulting emergency measures have not had a detrimental impact on the finances of the charity. The increased expenditure incurred to maintain services and protect staff and service users was offset by the availability of support grants and government support mechanisms such as the coronavirus job retention scheme. These have allowed the charity to maintain operations without depleting reserves.

2.3 Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donations are included on a received basis and income tax recoverable in relation to donations received under Gift Aid is recognised at the time of the donation.

2. Accounting policies (continued)

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated to the applicable expenditure headings.

Direct costs, including directly attributable salaries, are allocated on an actual basis to the activity. Overheads and other salaries are allocated between expense headings on the basis of time spent.

Governance costs include the costs of governance arrangements which relate to the general running of the charity. These activities provide the governance infrastructure which allows the charity to operate and to generate the information required for public accountability. They include the strategic planning processes that contribute to the future development of the charity.

2.5 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Consolidated Statement of Financial Activities over the expected useful lives of the assets concerned. Other grants are credited to the Consolidated Statement of Financial Activities as the related expenditure is incurred.

2.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £10,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition are included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following basis:

Fixtures and fittings	- 20-33% straight line

2.7 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Consolidated Statement of Financial Activities.

Investments in subsidiaries are valued at cost less provision for impairment.

2. Accounting policies (continued)

2.8 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.10 Liabilities

Liabilities and provisions are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated Statement of Financial Activities as a finance cost.

2.11 Financial instruments

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.12 Operating leases

Rentals paid under operating leases are charged to the Consolidated Statement of Financial Activities on a straight line basis over the lease term.

2.13 Pensions

The Group operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Group to the fund in respect of the year.

The charity operates a defined benefits pension scheme and the pension charge is based on a full actuarial valuation dated 31 March 2018.

2. Accounting policies (continued)

2.14 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by grantors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

3. Income from government grants, donations and legacies

	Unrestricted funds 2021 £000	Restricted funds 2021 £000	Total funds 2021 £000
Donations	3	-	3
Grants	-	2	2
Government grants	220	261	481
	223	263	486

	Unrestricted funds 2020 £000	Restricted funds 2020 £000	Total funds 2020 £000
Donations	23	-	23
Grants	-	4	4
	23	4	27

4. Income from charitable activities

	Unrestricted funds 2021 £000	Restricted funds 2021 £000	Total funds 2021 £000
Residential and community care	6,577	(1)	6,576
Hydrotherapy services	67	-	67
Total 2021	6,644	(1)	6,643

	Unrestricted funds 2020 £000	Total funds 2020 £000
Residential and community care	5,862	5,862
Hydrotherapy services	188	188
Total 2020	6,050	6,050

5. Income from other trading activities

Income from fundraising events

	Total funds 2021 £000
Conference & Room Hire	-

	Unrestricted funds 2020 £000	Total funds 2020 £000
Conference & Room Hire	9	9

6. Analysis of expenditure by activities

	Activities undertaken directly 2021 £000	Support costs 2021 £000	Total funds 2021 £000
Residential and Community care	5,362	1,049	6,411
Hydrotherapy services	146	27	173
	5,508	1,076	6,584

	Activities undertaken directly 2020 £000	Support costs 2020 £000	Total funds 2020 £000
Residential and Community care	4,812	991	5,803
Hydrotherapy services	215	32	247
	5,027	1,023	6,050

The tables above includes £269k (2020: £11k) relating to expenditure on restricted funds and £6,315k (2020: £6,039k) relating to expenditure on unrestricted funds.

7. Governance costs

	2021 £000	2020 £000
Auditors' remuneration	11	8
Auditors' non audit costs	2	2
Trustee insurance	4	4
Support costs	2	2
Staff costs	7	6
	26	22

8. Auditors' remuneration

The Auditor's remuneration amounts to an Audit fee of £11k (2020: £8k), and preparation of financial statements and other services of £2k (2020 - £2k).

9. Staff costs

	Group 2021 £000	Group 2020 £000	Company 2021 £000	Company 2020 £000
Wages and salaries	4,160	3,859	4,160	3,859
Social security costs	301	269	301	269
Contribution to defined contribution pension schemes	76	68	76	68
	4,537	4,196	4,537	4,196

The average number of persons employed by the charity during the year was as follows:

	Group 2021 No.	Group 2020 No.
Care of residents	214	210
Administration	19	20
	233	230

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	Group 2021 No.	Group 2020 No.
In the band £60,001 - £70,000	1	1
In the band £70,001 - £80,000	1	1

The key management personnel comprise the Chief Executive, the Finance Director, the four Senior Managers, the HR Manager and the Trustees. The total employee benefits of the key management personnel of the charity was £336k (2020: £323k).

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2020 - £NIL).

The number of trustees to whom retirement benefits are accruing under defined contribution schemes amount to none (2019: none).

Indemnity insurance was purchased at a cost of £4k (2020: £4k) to cover trustees, directors and employees.

11. Tangible fixed assets

Group and Company

	Fixtures and fittings £000
Cost or valuation	
At 1 April 2020	457
Additions	26
At 31 March 2021	483
Depreciation	
At 1 April 2020	436
Charge for the year	8
At 31 March 2021	444
Net book value	
At 31 March 2021	39
At 31 March 2020	21

12. Principal subsidiary

The charity owns 100% of the shares in one trading subsidiary, Leigh Court Services Limited (a private company registered in England & Wales, registered number 06434021), which undertakes trading activities on behalf of Freeways. All profits of the subsidiary undertaking are gifted to the charity. Trading results for the active subsidiary the year ended 31 March 2021 are shown below.

	2021 £000	2020 £000
Turnover	30	64
Cost of sales	(11)	(29)
Gross profit	19	35
Administrative expenses	(1)	(1)
Profit before Gift Aid payment	18	34
Gift Aid payment	(18)	(34)
Profit after Gift Aid payment	-	-
Net assets	21	38

13. Debtors

	Group 2021 £000	Group 2020 £000	Company 2021 £000	Company 2020 £000
Due within one year				
Trade debtors	279	379	279	374
Other debtors	13	6	13	6
Prepayments and accrued income	225	106	217	106
	517	491	509	486

14. Creditors: Amounts falling due within one year

	Group 2021 £000	Group 2020 £000	Company 2021 £000	Company 2020 £000
Trade creditors	79	105	79	105
Other taxation and social security	66	63	66	63
Other creditors	33	17	32	17
Accruals and deferred income	309	248	310	245
	487	433	487	430

Deferred income relates to income from charitable activities received in advance of the year-end relating to the forthcoming period.

Deferred income for 2021 was £119,468 (2020: £71,812). The amounts deferred at 31 March 2020 were released during the period and the amounts deferred at 31 March 2021 will be recognised during the year ended 31 March 2022.

15. Financial instruments

	Group 2021 £000	Group 2020 £000
Financial assets		
Financial assets measured at amortised cost	2,089	1,667

	Group 2021 £000	Group 2020 £000
Financial liabilities		
Financial liabilities measured at amortised cost	286	360

Financial assets measured at amortised cost comprise cash at bank and in hand, trade and other debtors and accrued income.

Financial liabilities measured at amortised cost comprise trade and other creditors and accruals.

16. Statement of funds

Statement of funds - current year

	Balance at 1 April 2020 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 March 2021 £000
Designated funds						
Hardship fund	22	-	-	-	-	22
Pensions Reserve	(771)	-	-	159	392	(220)
	(749)	-	-	159	392	(198)
General funds						
General Funds - all funds	1,293	6,868	(6,315)	(159)	-	1,687
Total Unrestricted funds	544	6,868	(6,315)	-	392	1,489
Restricted funds						
Working and learning opportunities	6	-	-	-	-	6
Workforce Development Fund	(25)	1	(8)	-	-	(32)
Covid-19 Grant	-	261	(261)	-	-	-
	(19)	262	(269)	-	-	(26)
Total of funds	525	7,130	(6,584)	-	392	1,463

16. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2019 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 March 2020 £000
Designated funds						
Hardship fund	22	-	-	-	-	22
Pensions Reserve	(721)	-	-	111	(161)	(771)
	(699)	-	-	111	(161)	(749)
General funds						
General Funds - all funds	1,356	6,086	(6,038)	(111)	-	1,293
Total Unrestricted funds	657	6,086	(6,038)	-	(161)	544
Restricted funds						
Working and learning opportunities	6	-	-	-	-	6
Workforce Development Fund	(18)	4	(11)	-	-	(25)
	(12)	4	(11)	-	-	(19)
Total of funds	645	6,090	(6,049)	-	(161)	525

Hardship Fund - The Trustees have set up a hardship fund for service users of Freeways who have found themselves in financial need that cannot be met from other sources. There is a formal application process to access the fund.

Work & Learning Opportunities - grant from Learning Disability Development Fund to fund an employment development worker to support people with learning disabilities within Freeways into paid employment.

Workforce Development Fund - funding from the Department of Health and Social Care which is disbursed by Skills for Care. It supports the cost of qualifications and learning programmes together with the cost of acquiring these qualifications including those not yet completed and reimbursed. When the current qualifications are completed the level of reimbursement has been assessed to be sufficient to eliminate the current deficit.

Covid-19 Grant
The Covid-19 grant reserve reflects three separate Covid related grants received. The grants were for infection control, rapid testing and workforce capacity and have been fully expended in the year.

17. Summary of funds

Summary of funds - current year

	Balance at 1 April 2020 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 March 2021 £000
Designated funds	(749)	-	-	159	392	(198)
General funds	1,293	6,868	(6,315)	(159)	-	1,687
Restricted funds	(19)	262	(269)	-	-	(26)
	525	7,130	(6,584)	-	392	1,463

Summary of funds - prior year

	Balance at 1 April 2019 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 March 2020 £000
Designated funds	(699)	-	-	111	(161)	(749)
General funds	1,356	6,086	(6,038)	(111)	-	1,293
Restricted funds	(12)	4	(11)	-	-	(19)
	645	6,090	(6,049)	-	(161)	525

18. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2021 £000	Restricted funds 2021 £000	Total funds 2021 £000
Tangible fixed assets	39	-	39
Current assets	2,131	-	2,131
Creditors due within one year	(461)	(26)	(487)
Provisions for liabilities and charges	(220)	-	(220)
	1,489	(26)	1,463

Analysis of net assets between funds - prior year

	Unrestricted funds 2020 £000	Restricted funds 2020 £000	Total funds 2020 £000
Tangible fixed assets	21	-	21
Current assets	1,708	-	1,708
Creditors due within one year	(414)	(19)	(433)
Provisions for liabilities and charges	(771)	-	(771)
	544	(19)	525

19. Reconciliation of net movement in funds to net cash flow from operating activities

	Group 2021 £000	Group 2020 £000
Net income/expenditure for the year (as per Statement of Financial Activities)	938	(120)
Adjustments for:		
Depreciation charges	8	4
Dividends, interests and rents from investments	(1)	(5)
Decrease/(increase) in debtors	(26)	98
Increase in creditors	54	4
Losses/(gains) on defined benefit pension scheme	(392)	161
Income on defined benefit pension scheme	(159)	(111)
Net cash provided by operating activities	422	31

20. Analysis of cash and cash equivalents

	Group 2021 £000	Group 2020 £000
Cash in hand	1,614	1,217
Total cash and cash equivalents	1,614	1,217

21. Analysis of changes in net debt

	At 1 April 2020 £000	Cash flows £000	At 31 March 2021 £000
Cash at bank and in hand	1,217	397	1,614
	1,217	397	1,614

22. Pension commitments

The group operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the group in an independently administered fund. The pension cost charge represents contributions payable by the group to the fund and amounted to £76k (2020: £68k).

The group operated a Defined Benefit Pension Scheme. The assets of the Scheme are held in a separate trustee administered fund. The Scheme is closed to future accrual. A schedule of contributions is agreed between the Company and the trustees after each comprehensive actuarial valuation.

The most recent comprehensive actuarial valuation took place as at 31 March 2018. Under the current schedule of contributions, the Company shall pay contributions of £128k per annum until 31 December 2026. The Company shall also pay the expenses of administering the Scheme.

Independent consulting actuaries, Quantum Advisory, update the actuarial valuations at each balance sheet date.

Principal actuarial assumptions at the Balance Sheet date:

	At 31 March 2021 %	At 31 March 2020 %
Discount rate at 31 March	2.00	2.30
Rate of price inflation (RPI)	3.70	3.10
Rate of increase for pensions in deferment	2.70	2.10
Rate of pension increases: pensions from 6 April 1997 to 31 March 2001	3.70	3.60
Rate of pension increases: pension accrued from 1 April 2001	3.20	3.00

	At 31 March 2021 Years	At 31 March 2020 Years
Mortality rates (in years)		
- for a male aged 65 now	21.5	21.4
- at 65 for a male aged 45 now	22.5	22.4
- for a female aged 65 now	23.5	23.3
- at 65 for a female aged 45 now	24.7	24.5

22. Pension commitments (continued)

The Group's share of the assets in the scheme was:

	At 31 March 2021 £000	At 31 March 2020 £000
Equities and Hedge funds/Absolute return	3,460	2,609
Commodities	205	205
Fixed Interest	985	603
Cash	228	420
Annuities	86	85
Total fair value of assets	4,964	3,922

The actual return on scheme assets was £948k (2020 - £267k loss).

The amounts recognised in the Consolidated Statement of Financial Activities are as follows:

	2021 £000	2020 £000
Past service cost	(51)	-
Expected return on scheme assets	91	104
Interest on obligation	(107)	(121)
Total amount recognised in the Consolidated Statement of Financial Activities	(67)	(17)

Movements in the present value of the defined benefit obligation were as follows:

	2021 £000	2020 £000
Opening defined benefit obligation	4,693	4,875
Interest cost	107	121
Benefits paid	(132)	(93)
Past service costs	51	-
Actuarial (gain)/loss	465	(210)
Closing defined benefit obligation	5,184	4,693

22. Pension commitments (continued)

Movements in the fair value of the Group's share of scheme assets were as follows:

	2021 £000	2020 £000
Opening fair value of scheme assets	3,922	4,154
Interest income on scheme assets	91	104
Return less interest income on scheme assets	857	(371)
Contributions by employer	226	128
Benefits paid	(132)	(93)
Closing fair value of scheme assets	4,964	3,922

The cumulative amount of actuarial gains and losses recognised in the Consolidated Statement of Total Recognised Gains and Losses was £2,566k losses (2020 - £2,499k losses).

The group expects to contribute £128k to its Defined Benefit Pension Scheme in the year 31 March 2022.

The mortality assumptions as at 31 March 2021 were before and after retirement 100% of S2PMA and S2PFA mortality tables with improvements in line with the CMI_2017 Core improvements with a long term improvement rate of 1% per annum.

Accounts for the current and previous four periods are as follows:

Defined benefit pension schemes

	2021 £000	2020 £000	2019 £000	2018 £000	2017 £000
Defined benefit obligation	(5,184)	(4,693)	(4,875)	(4,754)	(4,885)
Scheme assets	4,964	3,922	4,154	3,962	3,910
Deficit	(220)	(771)	(721)	(792)	(975)

	2021 £000	2020 £000
Total amount recognised in other comprehensive income		
Return less interest income on scheme assets	857	(371)
Actuarial gain/(loss) on liabilities	(465)	210
	392	(161)

23. Operating lease commitments

At 31 March 2021 the Group and the charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2021 £000	Group 2020 £000	Company 2021 £000	Company 2020 £000
Not later than 1 year	26	21	26	21
Later than 1 year and not later than 5 years	30	12	30	12
	56	33	56	33

24. Related party transactions

The Trustees also represent the majority of the Board of Trustees of Freeways Trust, a charitable company that provides residential and day care services building facilities for persons with learning disabilities. Freeways leased the charity's properties and paid £468k (2020: £502k) to Freeways Trust in the year ended 31 March 2021. Freeways Trust paid £10k (2020: £10k) to Freeways in respect of management charges and was paid £39k (2020: £25k) by Freeways in respect of management charges. At the year end Freeways owed Freeways Trust £36k (2020: £34k) and was owed £3k (2020: £3k) by Freeways Trust.